



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**AFT Local 1493 Membership Meeting
Wednesday, March 9, 2022
2:30-5:00p.m.
By Zoom**

EC Members Present: Katharine Harer, Joaquin Rivera, Rika Yonemura-Fabian, Teeka James, Jessica Silver-Sharp, Monica Malamud, Evan Kaiser, Vera Quijano, David Lau, Doniella Maher, Kolo Wamba, Eric Brenner, Steven Lehigh, Salumeh Eslamieh, Josh Avera, Timothy Rottenberg, Michael Hoffman, Marianne Kaletzky (Executive Secretary)

Members Present: Cindy Moss, Rachel Cunningham, Nathan Jones, Sue Broxholm, Shaun Perisho, Kim Lim, Masao Suzuki, Hui Pate, Mandy Lucas, Nick DeMello, Tina Watts, Marc Gottlieb

Facilitator: Katharine Harer

The meeting was called to order at 2:35pm

1. Welcome

2. Statements from AFT members (non-EC members) on non-agenda items

3. AFT Appointments. Rika Yonemura-Fabian

- a. Rob Williams has stepped down as Chair of the Skyline College Professional Development Committee. AFT voted unanimously to appoint Luciana Castro to the Committee, which can opt to elect her as their new committee chair.

5. Negotiations Update. Joaquin Rivera reported.

- a. AFT presented our initial contract proposals to the District. The March 23 BOT meeting will include public hearing for comment on our proposals, after which negotiations can begin.
- b. The District has also sunshined their proposals, which were extensive but very general. The Chief HR Officer for the District's team has not yet been hired.
- c. The District has applied .052% to faculty's new salary schedule, to be reflected in faculty's March paycheck. In April, faculty will see retro pay credited.
- d. The new part-time salary schedule for next year has also been posted.
- e. Dual Enrollment:
 - i. AFT has requested that any language requiring faculty to teach dual enrollment be struck from new job descriptions. The District has so far refused. AFT will continue demanding that any dual enrollment teaching requirement be excluded from job descriptions, as this creates a two-tiered system and agendize additional dual enrollment discussion for our April/May EC meeting(s).

- ii. Members brought forth many concerns for faculty teaching in dual enrollment programs and with the programs specifically.
- iii. AFT encourages members to bring concerns to their Academic Senates.
- iv. Monica Malamud reported that dual enrollment is problematic statewide and will be addressed by two CFT committees/councils shortly. She will report back on their work.

6. Discussion: Proposed Academic Calendar 2024-2025 Joaquin Rivera

- a. Our Spring breaks cannot be coordinated with other nearby colleges as we all have different schedules.
- b. Cesar Chavez day is an observed holiday and the District has decided it should be during Spring break. Finals week will be split between two weeks.
- c. Member feedback: "A longer enrollment season for summers especially has been a request for a long time. An easy way to boost enrollments is this, to just give people more advance notice of college offerings and increased opportunity to sign up."
- d. The EC approved the Academic Calendar with 12 yes votes and 2 abstentions.

7. Discussion: union position SB893 (Josh Becker), which would allow SMCCCD to use unrestricted general funds to cover student costs of attendance Monica Malamud

- a. M. Malamud provided background on SB 893, for which the Board of Trustees, headed by John Pimentel, has requested AFT's endorsement.
- b. The EC discussed merits and drawbacks of SB893:
 - i. While the EC supports students' access to free education and the need for good relations with the Board as we head into negotiations, and does not wish to appear oppositional, SMCCCD employees have many unmet financial needs that should be prioritized over this initiative as written. Additionally,
 - 1. SMCCCD continues to be the only CC in the state in violation of the 50% law, which is financially irresponsible.
 - 2. Our administrators continue to draw the highest salaries in the state while our enrollment decreases.
 - 3. AFT didn't favor having the bill reintroduced specifically for SMCCCD.
 - 4. CCSF tried to raise new revenues for a free college initiative involving their union and community; SMCCCD's approach has been top down.
- c. Promise Counselor Mandy Lucas sought clarification on whether this initiative is/isn't directly related to the current Promise program. M. Malamud clarified that this bill would allow us to expand the Promise program with a different funding source.
- d. Proposals: EC officers could propose a meeting with Pimentel to further explain our rationale and other ideas for funding free college more equitably and communally. EC could also ask CFT's political director for input and possibly ask CFT to take a position on SB 893.
- e. Action: the EC voted to oppose SB893 in the way that it's written and conceived and to communicate our position to CFT so that they can help us defeat this at the state level. The EC does not oppose free college. (11 in favor, 2 abstentions)

8. Issues with enrolling in activity classes Vera Quijano reported

- a. Canada College Kinesiology faculty member V. Quijano reported that the enrollment process for activity classes is very challenging for all, resulting in reduced enrollment in classes that fill easily at other colleges. While she has 110 students online and 11 students on the roof, KAD adjuncts don't receive marketing/other support required to fill their in person classes. Without rules/standards/audit process for deciding how to fill

these classes, KAD adjunct adversely affected. Topic slated for further discussion at April EC meeting.

9. Update: committee to review faculty evaluation forms. Doniella Maher & Rika Yonemura-Fabian reported

- a. The District Academic Senate has asked AFT to comment on new and revised faculty evaluation forms in the hopes of coming to an agreement on all during May 2022.
- b. DAS plans to hold three public meetings for comment on revised/new evaluation forms.
- c. AFT formed a committee last year of R. Yonemura-Fabian, D. Lau and D. Maher for this purpose. S. Eslamieh agreed to join, going forward.
- d. As some proposed changes are substantial, the committee requests future time for EC debate and discussion, through the labor issues lens, at our April/May meetings. The committee will highlight/present the changes that most warrant EC attention and share ahead, prior to EC meeting discussion.

10. *Appointment of committee to create a process for Local endorsements of political candidates (other than SMCCCD Board candidates) Marianne Kaletzky reported

- a. AFT seeks a committee which can propose a process for AFT to address requests by local political candidates for our union's endorsement. Normally COPE only supports SMCCCD candidates.
- b. M. Kaletzky, D. Lau and J. Silver-Sharp will bring a proposed process to a future EC meeting.

11. Update on statewide work to set reasonable class caps Katharine Harer & Rika Yonemura-Fabian.

- a. Two years ago AFT presented at CFT on Anti-Opression Committee's work relating to smaller class caps as an equity issue. Other California CC unions have now formed a coalition to address this, which Katharine, Rika and Marianne have been joining regularly with CFT's support. Our goals are:
 - i. Get the state Academic Senate to pass a resolution that states the importance of class size pedagogically and as a student social justice/equity issue and will make appropriate caps mandatory.
 - ii. Acquire language in our contract to increase the power of faculty to determine class size in the future.
- b. PFT (Peralta) recently conducted a pilot survey of their faculty on class caps issues and plans to expand the survey statewide. AFT1493's survey on class caps 1 ½ years ago received 100 + responses; it may be time to re-survey since the education landscape has shifted.
- c. Team will report back at a later date re. statewide organizing ideas to meet our goals.

12. Contract Action Team update Katharine Harer & Marianne Kaletzky reported.

- a. CAT is establishing a network of point people (AFT members) to activate members, represented across all of our departments, on our new contract campaign and has held two information/training meetings with a third planned for March 23. CAT is onboarding new people throughout the campaign so please check in with organizers if you have new people to suggest or you want to be involved. 3 major actions planned:
 - i. March: Goal to get our point people to contact their 10 colleagues with Count Me In cards that includes our proposals and checklist of actions people will commit to. Volunteers are placing the cards in faculty mailboxes (let CAT know if you can help) and they are available digitally. Hustle and email flashes are also planned.

- ii. April: Week of Action including tabling, and rally to inform people what's going on with the contract, a zoom sunshining event to acquaint members with our demands/their rationale, and an April flex day workshop (Know Your Contract). K. Wamba volunteered to help with April's week of action.
 - iii. May: Teach-In idea was generated by AFT's student interns around funding in our District and how to make funding more equitable, to help everyone understand current funding for education and related social justice issues. V. Quijano may be able to join the planning team.
- b. CAT meetings are resuming 2nd and 4th Fridays beginning March 25 @ 2:00-3:30pm.

13. *AFT officer elections: overview of process and appointment of Elections Committee
Monica Malamud reported

- a. This Spring is an AFT election semester (two-year terms); newly elected members take office in May 2022. AFT opens nominations for two weeks; nominations close at our April 2022 meeting. It's time for us to solicit candidates for nomination. Jessica and Marianne have election roles as well.
- b. E. Brenner and D. Maher were unanimously appointed to AFT's 2022 Elections Committee, and an electronic vote will be taken to appoint a third member.
- c. Committee cannot include members running for office, however people holding appointed as opposed to elected positions can join.
- d. The Committee will decide how to distribute ballots.
- e. AFT also seeks nominations for the position of President.
- f. Unit allocation for elected positions is not handled by Elections Committee.

14. Approval of February meeting minutes Jessica Silver-Sharp

The minutes were unanimously approved.

15. Statements from EC members on non-agenda items

- a. V. Quijano suggested AFT always make a statement during their assigned BOT meeting slot. AFT can create a calendar for members to take turns signing up to volunteer to make AFT's statement.
- b. M. Malamud serves as unit rep on District Participatory Governance Council, currently reviewing large quantities of policies. Due to DPGC meeting timing with respect to EC meetings, she will begin soliciting AFT's input on important issues via email.
- c. D. Maher invited members to join door knocking/signature gathering work for universal preschool initiative this Sunday, March 20.
- d. V. Quijano reported that Chancellor/BOT use term "staff" to include District administrators which is confusing since they are not referring to classified and faculty. Can AFT help alleviate that confusion?
- e. Skyline College Academic Senate members are inquiring about workload pilot points systems. Can AFT hold a Districtwide informational session that includes how to fill out the form, perhaps during April flex day session?
- f. J. Silver-Sharp reported on her work meeting with new adjunct faculty, finding that many have fallen through the cracks, therefore not claiming medical reimbursements and other time worked. Can AFT forge a strategy to pressure Districts to hold orientation for new PT faculty. How else can AFT help get new part-time faculty up to speed?
- g. How AFT can support Ukrainians? EC discussion is planned for April meeting.

16. Closed session

The meeting was adjourned at 5:30pm.