



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**AFT Local 1493 Membership Meeting
Wednesday, May 11, 2022
2:30-5:00p.m.
By Zoom**

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

Members Present: Brian Bennett, Elinor Westfold, Marc Gottlieb, Nick DeMello, Tamara Perkins, Sumathi Shankar, Lori Slicton

Facilitator: David Lau

The meeting was called to order at 2:35pm

Agenda

- 1. Welcome & introductions**
- 2. Statements from AFT members (non-EC members) on non-agenda items.**
None.
- 3. Election update.** Teeka James, Doniella Maher, and Eric Brenner reported
 - a. Campus mail containing ballots has been delayed; election deadline extended through May 17, ballot counting scheduled for May 23.
 - b. A second May EC meeting will be scheduled to introduce new officers and include them in making appointments to committees requiring AFT reps.
- 4. Negotiations update.** Joaquin Rivera, Monica Malamud reported

- a. First negotiations session was held last week, AFT presented all their proposals. New chief negotiator is a lawyer and labor negotiator from San Diego. Next meeting is next week.
- b. Members interested in observing negotiations should contact Marianne.

5. Contract Action Team (CAT) update and announcement of Teach-in Tomorrow. K. Harer reported

- a. Teach-in, “The Politics of Funding Your Education,” takes place by zoom tomorrow. It was planned and conceived of by AFT’s student interns Cat Stoer and Shannon Hoang, who will also facilitate the event. Speakers include Rod Daus-Magbual, James Coleman, Doniella Maher, Jessica Silver-Sharp, student Oliver Tinoco, and Timothy Rottenberg, who will run an interactive activity. Faculty are encouraged to invite their students.

6. Workload Point System Pilot update. Steven Lehigh reported.

- a. Lehigh serves as the union rep on the District committee that resolves disputes about the workload point system and related topics that are not already outlined on the negotiated matrix. This committee is also tabulating details that will need to be reconsidered post-pilot through the negotiations process or as an addendum in year two of the project. He took questions and provided clarification on the following:
 - i. Reassigned time and points requirements for some non-instructional faculty have now been adjusted, based on the way their workload is already constructed.
 - ii. Some but not all committee chair positions will require additional points. Faculty, including those doing coordination work, should appeal for additional point(s) by submitting their proposal to their dean and seeking agreement through discussion. Lehigh or other committee members can support faculty with unresolved disputes.
 - iii. For full time instructional faculty carrying a full load, the expectation is 6 points whether or not they have release time.
 - iv. For single person department faculty leads, 3 out of faculty’s 6 points are satisfied unless they have release time for the same.
 - v. Faculty should keep track for themselves of what they submit via Formstak as submissions only go to Dean Max Hartman.
 - vi. Adding roles/points to the matrix in the future should help ensure that deans are considering workload consistently across the district.
 - vii. Clarification of assigned work vs. volunteered work for extra pay? Intent of pilot: “required duties” means strictly required as no one else is available to do them. This represents one grey area the committee hopes to work out through the pilot process.
 - viii. Proposed: AFT should plan a future, in depth discussion around the number of points required for different faculty positions. AFT should also send out one more Action Network message to members about the point system noting some of the discussed points above.

7. **Announcement: Summer Labor Book Club.** Evan Kaiser reported.
 - a. Evan will facilitate a non-academic summer book club reading Fred Glass's *From Mission to Microchip*. Glass is former CFT leader. Club is open to faculty, staff and students. J. Silver-Sharp has created a library guide with club details [here](#). The first meeting takes place June 13 at 3pm reading through page 130. The book is widely available. Jessica agreed to write an article about the Club for the *Advocate* by Friday.

8. ***Further discussion of union position on SB 893 (Becker), which would allow SMCCCD to use unrestricted general funds to cover student costs of attendance.** Monica Malamud reported.
 - a. Monica reviewed the actions AFT has taken to date regarding AFT's position of opposition to SB 893 including meetings with Assemblymember Marc Berman's legislative staff, with the District represented by Mitch Bailey, to explain our opposition. She also explained that the bill passed in the California Senate 33-0 and next goes to the California Assembly, whose Higher Education Committee meets in June. The bill will likely pass.
 - b. CFT's lobbyist Michael Young has recommended AFT propose three amendments prior to the bill being discussed by the Higher Ed Committee and posed the question: should AFT support the bill if amended?
 - i. **Amendment 1:** District must be in compliance with the 50% Law for SB 893 to go into effect. Our District should be in compliance before being granted additional flexibility on the use of funds.
 - ii. **Amendment 2:** Include in the report any student/faculty support programs currently funded through the local unrestricted general funds that are eliminated or reduced while the pilot program is in effect. SB 893's goal should be additive, not taking away from existing programs and supports.
 - iii. **Amendment 3:** The scope of SB 893 should be (at least initially) limited to the enrollment fee of \$46 per unit per semester. By expanding the scope to include unrestricted general fund dollars be used beyond tuition on "total cost of attendance" creates potentially high liability costs. Maybe more practical to initially limit the scope to tuition and reserve any considerations of expanding the scope after the legislature receives the first report on program implementation.
 - iv. **EC members also proposed Amendment 4:** Include expectation that 75% of courses in the District be taught by full-time faculty by California law. This should be achieved before this bill goes into effect. (Nick DeMello).
 - c. Rivera reported that Trustee Pimentel had reached out with additional materials in support of the bill saying the Board has considered AFT's objections to the bill, believes our reasons are valid, and wants to collaborate. Pimentel estimated the cost of the bill to the District would be \$1.6 million. Malamud believes actual costs are incalculable at this time as we cannot accurately predict expected family contributions.
 - d. Members discussed the three amendments, emphasizing the strict

limitation of student expenses to the \$46 per unit; that the bill as written doesn't have proper constraints in it; that there may be potential distortions to 50% law that we might be unaware of; that we should work with Pimentel in a collaborative manner toward supporting our amendments to gain our support for the bill; that amendment number 2 include the cost of administration and mandate that appropriate structures are in place for administering the finances before we commit to this bill; and that a better understanding of the 50% bill by AFT is needed to understand whether it would essentially waive revenue (since tuition is included in that number), which would make us appear closer to meeting the 50% law.

- e. Action: EC voted to change AFT's position from opposing to supporting SB 893 *if amended* with 1, 2 and 3 above. If those amendments are not accepted by the Board, AFT may propose amendment 4. The motion passed with 16 yes votes.

9. *Discussion of SMCCCD Trustee Richard Holober's request for early endorsement Katharine Harer reported

- a. Richard Holober has asked AFT for our early endorsement for the November 2022 Board election. In response, five EC members enjoyed a productive interview with Holober.
- b. The EC discussed the pros and cons of providing an early endorsement and decided against doing so, based on our past experiences surrounding Tom Mohr's late candidacy.
- c. Action: The EC agreed not to draft a rule about when/when not to endorse early but to make such decisions on a case-by-case basis, to be open to dual endorsements, and to continue to publicize the EC meetings and meeting dates when AFT will endorse Board candidates. No vote was taken.

10. *Discussion on allocating funds to send an AFT1493 contingent of faculty, staff, and students to PRIDE People's March in SF. Evan Kaiser and Rika Yonemura-Fabian reported, with slides.

- a. Evan and Rika noted AFT's past participation in San Francisco's Pride March, an expensive corporate march that requires \$500 plus insurance; our past experience has shown this march is not well aligned with our students' political consciousness and aims.
- b. They requested the EC's endorsement to instead organize our participation in conjunction with our sister community college unions, also inviting our members and students to join in the more intersectional "People's March," a 51 year old march following the route of the first Gay Liberation march 50 years ago, also on June 26. They presented a slideshow and multiple reasons why our labor union should actively demonstrate solidarity with LGBTQ+ rights through this march.
- c. The Treasurer confirmed the availability of \$250 toward the march.
- d. Action: EC voted to allocate \$250 toward the march for water and supplies. The motion passed with 15 yes votes.

11. *AFT 1493 FY 2022-2023 budget presentation and vote on whether to approve. Steven Lehigh reported.

- a. Steve proposed AFT roll over the current year budget after our fiscal year close this summer. Requested we approve the budget today and vote on any needed budget updates in Fall 2022.
- b. Action: The motion passed with 15 yes votes.

12. *Approval of April meeting minutes. Jessica Silver-Sharp reported.

- a. An amendment was proposed to the EC's April meeting minutes regarding the rationale for paper vs. electronic voting. There is confusion within CFT's leadership on this topic, hopefully to be resolved soon.
- b. Action: The minutes were approved with 15 yes votes.

13. Statements from EC members on non-agenda items

- a. Doniella Maher reported that she and Rika have been serving on a District class size task force that's come up with an initial proposal on class size, to continue their work in Fall 2022. She invited members to join Rika in this work and to contact them if you're interested.
- b. Kolo Wamba reported on behalf of Younga Choi that she and other mathematics faculty are bearing the brunt of changes from AB705; they would like to see the class size task force reduce class size limits, especially prioritizing mathematics and English as the most impacted disciplines.
- c. Katharine invited all present to an AFT celebratory picnic in summer, details forthcoming.
- d. Monica Malamud commented on the EC's April discussion on contributing funds from our solidarity fund to Ukraine and today's decision to support the March. We do have a solidarity fund but need to keep in mind the objective of the union; some of the members we represent don't see our objectives as broadly as we do. We can have a longer conversation about this in Fall, as Doniella has suggested.
- e. Vera Quijano heard back from her Dean re. the SMCCD "Here for You" campaign that the planning team had elected not to include an undecided option for students to select from, since they believed it would be easier for students to choose from the listed interest areas, which do not include Kinesiology/Athletics/Dance. Quijano feels this decision has been detrimental to this division's faculty and students, sending a message to our lowest income students here that there's no space for them in Canada's programs. She was informed she can contest the decision.
- f. Jessica Silver-Sharp announced that the Skyline Health, Safety and Emergency Preparedness Committee (HSEPC), on which she is an AFT rep, managed to get equity language included in that committee's new bylaws. The Skyline College HSEPC & Canada Safety Committee have also voted to recommend to the District Safety Management committee that our District's unions have union representation there.
- g. Marianne and 7 members of our local attended CFT's Equity for Contingent Faculty conference in Sacramento; CFT is now taking a

position against the two-tier system (adjuncts vs. full-time) and making a plan for change. The group also participated in Monday's lobby day and met with legislators. Those who couldn't meet with us on Monday are holding zoom visits on Friday which Marianne will attend, and members are welcome to join. Kolo & Rika also conducted a conference session to bring forward the work of AOC on Title IX and learned that other locals have experienced similar challenges around Title IX not functioning as it should. CFT's Lacy Barnes expressed interest in doing statewide organizing around Title IX.

- h. Vera reported there are 3 pickleball courts at Canada; faculty play on Tuesday/Thursday from 11-12; they are seeking a new partner for doubles.

14. **Closed session.** The meeting was adjourned at 5:30pm.