



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**AFT Local 1493 Membership Meeting
Wednesday, November 9, 2022
2:30pm - 4:30pm (closed session, 4:30-5:30pm)
By Zoom**

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

Members Present: Lori Slicton, Candice Nance, Mandy Lucas, Cindy Moss, Marc Gottlieb, Lisa Palmer, Philip Tran Yaping Liy, Althea Kippes, Elna Murcia-Cordoba

Facilitator: Monica Malamud

The meeting began at 2:35pm.

1. **Welcome and written introductions in chat**
2. **Comments by AFT members (non-EC members) on non-agenda items**
 - a. Lori Slicton reported on a new Skyline College Gender Equity Committee she's part of that's begun to discuss themes of gender issues, broadly. The Committee seeks faculty feedback (anonymous or named) related to gender and gender equity. Send your feedback to Slictonl@smccd.edu. The next meeting takes place in early December; members will make recommendations for improvements to the Campus Climate task group that's also part of the President's People's College Initiative.
 - b. Vera Quinjano reported that the issue of employees having been charged \$480 per swab for their Covid-19 tests back in June 2022 remains unresolved without reimbursement; she also plans to attend the Board's upcoming study session for the discussion of a proposed faculty telework program, reporting that with SMCCCD Foundation staff working from home, bills for athletics expenses submitted by Canada College coaches have gone unpaid for months; the Foundation manages the athletics fundraising money; the Foundation has been unresponsive to the problem. Late bills affect the reputation of the athletics program and the College as well.
3. **Negotiations update.** Joaquin Rivera

- a. At their most recent negotiations meeting the District wasn't prepared to negotiate on PT healthcare, stating that the new state guidelines had only been received the day before.
- b. While most of AFT's proposals remain on the table, there's been little progress in negotiations.
 - i. The union's proposals continue to be sent to "the parking lot" while the District's negotiators continue to propose "take backs" including management rights they'd given up years ago. (Previously, contract provisions from an expired contract would remain in place until a new contract is signed).
 - ii. The District's negotiating team chose not to meet at all in October; the next negotiations session takes place Nov 21.
 - iii. The BOT has not been discussing negotiations as a closed session topic such that President Malamud cannot speak on the topic to update them on the state of negotiations.
 - iv. CAT is working to move the needle on negotiations in many ways:
 - 1. Faculty members will attend the BOT study session tonight to say that negotiations are not progressing.
 - 2. Katharine, Jessica and Eric will meet with individual Board members to emphasize this point and answer their questions.
 - 3. CAT encourages members to consider observing negotiations first hand and then share feedback with colleagues. Members can sign up to do so by emailing Marianne Kaletzky.
- c. Members reported on their experiences to date listening in on negotiations sessions.

4. Contract Action Team (CAT) updates

- a. Debrief of October 26th Board action. More than 35 faculty members made signs and filled the Boardroom in protest of stalled negotiations, demanding in particular healthcare for adjuncts and parental leave. Many members brought their children and also made public comments. CSEA members also filled the boardroom holding signs and spoke out.
- b. CAT leaders gave an overview of remaining actions planned for the semester

5. Continued discussion of issues related to dual enrollment and potential solutions.

Marianne Kaletzky thanked CSM faculty for bringing a number of labor issues around dual enrollment to AFT's attention.

- a. Background: Management has not previously been willing to negotiate dual enrollment in our contract or through an MOU. Additionally, the District receives more money for dual enrollment students than regular students.
- b. CSM is taking advantage of significant loopholes in our contract to treat dual enrollment assignments inappropriately. (The District has responded that dual enrollment faculty are considered "exempt"). For example:
 - i. CSM's new dean of strategic partnerships is directly hiring dual enrollment faculty outside of the contractual process.

- ii. CSM is providing mileage reimbursement to dual enrollment faculty.
- iii. One instructor was assigned to teach at three campuses on one day (college, HS, HS) and is being paid for commute time between assignments.
- c. Other issues: Calendar/schedules
 - i. Some high schools begin their semesters before the colleges so faculty teaching there are being required to start their terms early.
 - ii. An extra day was added to one high school's teaching calendar after the start of the term, requiring the faculty member to be there on a day outside of agreed upon days.
- d. Discussion: Are high schools taking advantage of lower cost labor?; the attitude from administration toward our faculty has been: "If you don't want this assignment, someone at the high school will teach it"; there is a statewide push towards dual enrollment due to declining CC enrollment; AFT should bring these issues to the CFT level to form a task force to procure protections for faculty.

6. Review/revision of Board Policies. Monica Malamud

- a. **Class size minimum guidelines** is under review by DPGC; per current policy it's 20; Monica screenshared the proposed wording changes, explaining that the BOT may be open to lower minimums and might change the current policy or issue a directive to lower the minimum to below 20 for Spring 2023; students under Trustee Lesly Ta are advocating for a minimum of 10, needed as a result of the increase in available course modalities; online classes also tend to fill faster and a higher minimum could cause in person classes to be canceled; however, the Board prefers in person to online. A revised policy *should* include guidance on when classes can be canceled. Members requested clarifications and provided suggestions for revised wording to protect vulnerable classes from cancellation.
- b. **Policy on Outside Employment.** The current policy, which went through DPGC three times, allows faculty to engage in external work as long as it doesn't conflict with their SMCCCD assignment. At the last BOT, the administration put together a revised policy that went straight to the Board without prior review by DPGC; the BOT did not address it then but it's on tonight's BOT Study Session agenda. Instead of "shall" the language now says "may be permitted"; there's a new administrative procedure that goes with the newly revised policy: before faculty can accept outside employment, they must submit their request for such and disclose many particulars about the assignment to their supervisor *and be approved* in writing by their supervisor and the college president or chancellor. Monica has raised concerns with Chancellor Claire for what this would mean for faculty.
 - i. Discussion: Members requested clarification of "outside employment," discussed and opposed the proposed policy changes on many levels; Monica has prepared a statement of opposition for faculty to read at tonight's meeting and the Board will vote on the policy tonight.

- b. Marianne sits on the task force regarding class maximums; members should reach out to Jeramy Wallace or Rika Yonemura-Fabian to provide feedback regarding maximum class size.

7. Introduction of union Discord server and how it can support our organizing and our members Evan Kaiser reported.

- a. EC members have been active on Discord and we hope to get more rank and file members joining. For EC members, Evan can add your roles. Please direct members to Discord to get the discussions going.
- b. Eric asked for links to Discord channels from each article in the *Advocate* for members to jump into discussions; Evan will investigate this possibility.

8. Presentation of the 2020-2021 audit of AFT1493. Steven Lehigh

- a. Steven screen shared our audit, which national AFT requires us to present and make available to our members; it's based on our numbers from the 2021 fiscal year. We have since diversified our holdings with our investments. Let Steven know if you have questions or would like to see the audit. AFT does not post it publicly.

9. *AFT appointments (if needed). Monica Malamud. There were none.

10. Comments by EC members on non-agenda items

- a. Vera reported that there are 63 non-credit exercise classes not held to any class minimums and the District should hold them to the same standard.
- b. Steve Lehigh reported a muddy financial message coming to the colleges regarding budgets indicating lack of funds; he confirmed there is no financial pinch in the District and all of the colleges are flush. If people have questions, please talk with Steven Lehigh (CSM) or other budget committee members on your campus.
- c. Kolo Wamba reported that in STEM at Skyline, the new dean did not receive the majority of the Formstack workload point submissions made to the previous dean (May 2022) and was operating without that information in hand. Kolo met with the Dean to discuss the matter. When AFT recently requested the Formstack information that faculty had submitted, the Skyline STEM division data was missing.

11. Closed Session

The meeting adjourned at 5:15pm.