



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**AFT Local 1493 Membership Meeting
Wednesday, April 12, 2023
2:30pm - 4:30pm (Closed Session, 4:30-5:00pm)
By Zoom**

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

Members Present: David Hasson, Dr. Elaine Francisco, Mandy Lucas, Gampi Shankar, Masao Suzuki, Doniella Maher, Lori Slicton, Marc Gottlieb, David Eck, Sumathi Shankar

Guests: Jim Sahlman, Yosemite Community College District (YCCD)

Facilitator: Eric Brenner

1. **Welcome** and written introductions in chat
2. Comments by AFT members (non-EC members) on non-agenda items
 - a. David Hasson reported that he'd performed an informal budget analysis using 311 reports submitted to the Chancellor's office, noting that \$38 million was removed from Fund 11 leaving an end budget of about \$58 million. In those transfers, \$24 million went to the capital outlay fund which the district continues to fund although that fund already has \$158 million with \$34 million uncommitted. This proves there is more than adequate money for faculty compensation. Eric Brenner requested that information for an Advocate article and noted that AFT used to publish "blue sheets" about where the District is hiding the money. David shared his analysis:
<https://docs.google.com/document/d/1qMrsHu0IjID2ounFeoBZoZ1Lc2dF1TxBEw4hVGpKTIY/edit?usp=sharing>
3. **Negotiations updates.** Joaquin Rivera
 - a. Negotiations are moving frustratingly slowly however details cannot be shared publicly because, after four meetings, AFT remains in confidential mediation with state appointed mediator Rich Anderson. If there is no agreement through this process, AFT returns to where we left off in negotiations with Randy Erickson.
 - b. Economic goals: AFT wants better salaries for faculty, the PT parity previously agreed to, an increase in medical benefits, and for the district to use state funding under AB190 to provide PT faculty the same health benefits as full timers.

- c. The next negotiations session will take place May 18.
 - d. Members asked why Board members seem to be coming from a place of austerity and scarcity despite abundant budgets. Do they fear current corruption cases will prevent them from getting future bonds?
 - e. CSEA has negotiated a 15% salary increase (7/5/3) and benefits but has not settled the entire contract.
 - f. One member shared that unbeknownst to most taxpayers, hundreds of millions of dollars of San Mateo County Bond Measures A & H funds went to building CSM and Cañada Athletic Clubs and to two district dining sites, the Farallon room (Skyline) and Bayview (CSM) dining. All four food service sites are currently served by Rick McMahon's Pacific Dining, and were run by former Vice Chancellor of Auxiliary and Community Services Tom Bauer. On January 12, 2022, Tom Bauer and Rick McMahon established a Florida LLC called Coastline Dining. At the end of the day, the District does this while refusing to pay adjunct faculty to attend their Division meetings and meet AFT demands for fair compensation. The following links were shared:
 - Pacific Dining (owned/operated by rick McMahon): https://www.pacific-dining.com/contact_us
 - Bayview Dining (CSM): <https://www.districtdining.smccd.edu/about-bayview-dining-room>
 - Farallon Room (Skyline): <https://www.districtdining.smccd.edu/about-the-farallon-room>
 - Rick McMahon: <https://www.corporationwiki.com/p/2rpyse/richard-mcmahon>
4. **Presentation on Escalation tactics from Labor Notes Bay Area organizing workshop.** Rika Yonemura-Fabian and Jessica Silver-Sharp
- a. Rika screenshared a presentation and thanked the local for funding participation by six AFT members who attended Labor Notes' Troublemakers Conference in Oakland, highlighting takeaways from the session "How to build a credible strike threat."
 - b. Jessica Silver-Sharp reported on an open bargaining session she attended, sharing tips from the conference speakers, who included a Starbucks employee and City of Berkeley and Sacramento city workers (non-teachers). Some of us also attended other sessions but were not able to attend today's EC meeting and will discuss our reports at this Friday's CAT meeting where all are welcome.
5. **Discussion of Contract Action Team organizing.** Jessica Silver-Sharp & Katharine Harer.
- a. The CAT team discussed organizing activities planned for the rest of the academic year. All members are welcome to join CAT meetings on Fridays from 3:30-5:00pm by zoom.
6. **Update on proposed logistics for submission of Professional Responsibility Plans for 2023-2034** Marianne Kaletzky & Steven Lehigh and Monica Malamud
- a. Background and priorities: Concern remains around making sure that these plans are fair, don't just create more work, are an effective way of making your workload more reasonable/equitable, and work as a tool for you to advocate for yourself with your dean. Each group of faculty has a certain number of points they are required to do; AFT welcomes feedback to make a points table more inclusive of all the kinds of work that faculty do.
 - b. The way that plans were submitted last year was ineffective and many Deans were unresponsive such that faculty were unclear about whether they would be compensated for extra points.

- c. AFT met with Vice Chancellor McVean twice and successfully discussed what is going to be the standard for Deans to respond once faculty submit their professional responsibility plans for academic year 2023-2024, the second year of this Work Load Pilot.
- i. Going forward, the District has agreed to the use of point documentation/sharing system (a Google spreadsheet) similar to what Dean Carranza used with his Canada College faculty; they have committed to share this spreadsheet with all deans, which Marianne screenshared.
 - ii. If a faculty member submit points above their requirement, the onus is on their current Dean to address any overages in points with that faculty member and come to an agreement.
 - iii. Faculty should input anything they are doing that they think should be worth points *even if the activity is not on the matrix*.
 - iv. If Deans don't address the faculty member's submission by initiating conversation about that faculty member's workload by early Fall, the faculty member should reach out to their dean to come to an agreement. If the Dean is unresponsive, the faculty member can consider their plan has been accepted and they will be able to claim extra compensation for their work (or possibly to carry over those points for future).
 - v. Questions:
 1. What about points for an activity that's not listed in the point system matrix described by our contract?? Answer: the member should submit to the Dean anything they think should count for points whether it's on the matrix or not and what they think that point value should be; after doing so, if your dean does not agree, that's when it comes to the District committee for them to try to mediate any disputes there. Don't take your dean's opinion as a decision; claim as many points as possible. Document your extra hours."
 2. What about transparency to increase workload equity across the District, can faculty submission information be available to everyone across the district? Answer: AFT is waiting for more information about the timeline and details around deans' responses to faculty submissions and will communicate that information to members once received.
 3. Is this a formal agreement that will be communicated to faculty and/or receive their feedback? Answer: Yes, AFT asked for feedback from EC and membership at the last two meetings and will consider how to further the goals of equity and transparency discussed today.
 4. Aaron McVean noted that there is contract requirement that faculty report back on their points at the end of this academic year. He proposed that instead of report writing, faculty use the google spreadsheet and note completion under "status of activity" to make faculty reports easier. Please contact Marianne if you have concerns or questions.
 5. Monica Malamud reported that the Skyline and District Academic Senates wanted to launch a faculty survey to provide feedback on the point system; she explained to them that all we're doing for the second year of the pilot is looking for a better way to implement what's in the contract, there is no room to negotiate changes to the point system. Faculty should have realistic expectations that answers to the survey will not change the system.

7. Announcement: CFT Union Summer School Monica Malamud

- a. CFT provides an intensive week long summer residential training program in late June on a variety of union related skills; it's for EC members or non-members considering becoming more active. <https://www.cft.org/union-summer-school>. Email Monica or Marianne if you're interested in attending. Final decision to be based on the needs of our local.

8. Update on Board policies under consideration at DPGC Monica Malamud

- a. SB893 Free College delineates two levels of support for students. Second level is need based, currently that your family contribution toward college costs is 600% of the federal level of family contribution, about \$116,00 toward college costs. Our district has been defining as needy people our community members who earn several hundred thousand dollars.
 - i. DPGC voted to recommend SB893 policy to the BOT with Monica representing AFT in support of free college with reservations about the way it was being implemented. At the BOT, discussion she shared strong reservations; DPGC's recommendation as forwarded was not adopted by the BOT with the main difference that they approved cutting the percentage down to 300%. The College presidents also expressed reservations about the BOT's generosity in implementing free college.
- b. Board policies under discussion most likely coming for a vote at DPGC on Monday are the policy and administrative procedure on outside employment (shared link).

9. Q&A with Jim Sahlman, Yosemite Community College Faculty Association on their recent strike

- a. Jim reported on their successful 2018 faculty union strike that included quiet support from CSEA and substantial support from students with more than 90% of faculty voting to strike. YFA achieved a 10% salary increase with future increases of additional 18% by striking on grounds on unfair labor practices (regressive bargaining). They enjoyed strong connections with their local media and published a weekly post, "The More You Know." He answered questions on organizing strategy and other topics from members.

10. Comments by EC members on non-agenda items

- a. Jessica Silver-Sharp as Secretary reported that the March 2023 EC minutes have not yet been approved pending insufficient votes. Please vote by email.

The meeting was adjourned for Closed Session at 4:30pm

11. Closed Session