



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

AFT Local 1493 Special Membership Meeting
Wednesday, September 27, 2023, 4-5 p.m.
by Zoom

EC Members Present: Steve Lehigh, Monica Malamud, Teeka James, Tamara Perkins, Salumeh Eslamieh, Evan Kaiser, Michael Hoffman, Joaquin Rivera, Suji Venkataraman, Rika Yonemura-Fabian, Doniella Maher, Jessica Silver-Sharp Marianne Kaletzky (Executive Director)

Members: Camille Kaslan, Eric Brenner, Katharine Harer, Lori Slicton, Elizabeth Terazakis, Jennifer Van Sijll, Sue Broxholm, John Perez

Facilitator: The meeting commenced at 4:05pm

Welcome

1. Comments by AFT members (non-EC members) on non-agenda items
2. *Reviewing **EC work assignments and reassigned time allocation**
 - a. Monica Malamud explained her rationale for communicating with Katharine Harer and Eric Brenner in the way she did that, by AFT's constitution, their elected and appointed paid positions with the union would end, effective immediately, because they had dropped off their division's seniority lists.
 - b. Michael Hoffman made a point of order that this agenda item had been slated for reassigned time discussion. This item is for whether and to whom organizing units should be allocated? It was also noted that AFT needs to notify HR about personnel changes.
 - c. Katharine and Eric read a position statement and presented a proposal [in the chat] that they continue contributing to the union with new titles of associate organizer and associate editor respectively, paying honorary membership dues, without the right to vote, and without compensation through 2023-2024.
 - d. Members discussed Eric and Katharine's service to the union and legacy of mentorship, discussed the potential work/roles of AFT retirees as non-members, our EC's collective lack of awareness of our own constitution, and debated the elements of their proposal.
 - e. Members suggested agendizing how to properly honor Katharine and Eric's contributions.
 - f. A member commented that it is not transparent how many units are left to reassign and there remains no transition plan for Katharine's work with CAT. This short term proposal for their continued work should be brought to membership for approval. What is AFT's process for hiring new people as replacements?
 - g. Members noted the need to assess our status regarding organizing, that this conversation should include Eric and Katharine, and include a financial feasibility

assessment re. organizing units to purchase going forward.

- h. An organizing discussion is planned for AFT's January 2024 retreat; a communications strategy discussion will take place at AFT's EC October meeting. What does AFT need between October and January and what type of discussion will take place in January?
 - i. Questions were raised about unknown details of Katharine and Eric's new temporary job descriptions. For example, Katharine has been COPE president without compensation.
 - j. Treasurer Steve Lehigh is able to allocate their Fall units to other faculty and pay Katharine and Eric for their work to date this Fall.
 - k. AFT will draft a one semester consulting contract for potential renewal in Spring based on organizing needs assessment at Jan. retreat.
 - l. * EC voted to hire Katharine and Eric at least through January 2024 with discussions about exact payment and quantity of work to be hashed out, and with maximum payments of \$599 in 2023 and \$599 in 2024. (8-yes, 0-no, 0-abstentions)
3. *Discussion of **donations in solidarity with workers currently on strike**, including UniteHere hotel workers, UAW auto workers, WGA writers (Tentative Agreement reached but not yet ratified), and SAG-AFTRA actors (Doniella Maher)
- a. Elizabeth Terzakis (Canada faculty) proposed AFT donate \$250 each to the hardship fund of these four striking unions. Treasurer confirmed that our solidarity fund balance is \$3,000. AFT could publish an article with links to these union's funding platforms to invite members to donate additionally; AFT will donate \$250 each to the strike and hardship fund of UAW (Region 6), UniteHere, WGA writers and SAG-AFTRA. Unanimously passed. (8-yes, 0-no, 0- abstentions).
4. *Vote on signing **letter in support of El Camino Federation of Teachers** our sibling union is being harassed by an individual doing vandalism; they are asking for our letter of support. (Marianne Kaletzky)
- a. El Camino reached a TA on their contract. Marianne shared a draft letter of support demanding their Board denounce the harassment of their employees by an individual. She will contact their President about what other kinds of support our local can provide. AFT voted to send a general letter of support. (8-yes, 0-no, 0- abstentions).

The meeting was adjourned at 5:35pm.