



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

AFT 1493 Membership Meeting
Wednesday, October 18, 2023 2:30-4:40 p.m. (Closed Session to follow 4:40-5)
by Zoom

EC Members: Doniella Maher, Salumeh Eslamieh, Rika Yonemura-Fabian, Monica Malamud, Jessica Silver-Sharp, Joaquin Rivera, Kolo Wamba, Vera Quijano, Steven Lehigh, Tamara Perkins, Michael Hoffman, Marianne Kaletzky (Executive Director).

Members Present: Michael Vargas, John Skovgaard,, Suji Venkataraman, Katharine Harer, Eric Brenner, Lori Slicton, Philip Tran, Nick Kapp, Matt Montgomery, Sue Broxholm, Hui Pate, Marc Gottlieb, Cindy Moss, Mandy Lucas, Allison Hughes, Nathan Jones, Vincent Khang, Manny Delgado, David Locke

Facilitators: Marianne Kaletzky & Doniella Maher
The meeting began at 2:35pm.

1. Welcome.
 - a. Members introduced themselves in the chat. An Otter AI launched by a member was removed from the meeting pending EC discussion on whether to allow Otter AI in the future.
2. Comments by AFT members (non-EC members) on non-agenda items
 - a. Lori Slicton appreciated the union's difficult conversations in September around Katharine Harer and Eric Brenner's removal from union leadership; she requested an all faculty announcement to let everyone know about their new roles, and to also include such on AFT's website.
3. Steward reporting time. Rika Yonemura-Fabian.
 - a. Skyline College: new stewards Andrea Fuentes, John Skogaard, and Mandy Lucas introduced themselves, shared their roles on campus and described their motivation to become stewards. More than 30 stewards have signed on.
 - b. Canada College: Michael Hoffman noted that several stewards had signed up including one counseling steward already working with their part-time colleagues on seniority issues within the division.
 - c. College of San Mateo: Matt Montgomery introduced himself as a steward

and shared his interest in communicating the Library's needs back to the union.

4. Negotiations update. Joaquín Rivera & Monica Malamud

- a. AFT asked the District for another meeting to discuss negotiations and they responded by declaring impasse, which has now been certified by PERB. A mediator has been assigned and the first session will take place Oct 24; AFT hopes to settle the contract then.
- b. Joaquín detailed AFT's progress in negotiations around compensation and other areas from the District's initial offerings until now.
- c. Evaluation forms including proposed revisions by faculty: the District's Chief Negotiator wants AFT to have a subcommittee work on the forms outside of the primary negotiations with a goal of having forms in place for 2024-2025.
- d. PEMCHA trailer bill and PT healthcare. The trailer bill passed and eliminated the enrollment glitch with CalPERS.
 - i. Question: Why can't AFT change the healthcare MOU to implement 100% reimbursement beginning now rather than in January?
Response: Implementing is not immediate once agreed to in the MOU, which we completed before trailer bill was passed; CalPERS must still produce the materials to inform faculty, there has to be an open enrollment period, and other updates remain pending. All AFT members are encouraged to participate in continued PT healthcare discussions through CFT's campaign. Future health care negotiations are scheduled to resume in February 2024. Monica expressed that although there are no part-time faculty members on AFT's negotiations team, she believes she represents part-time faculty's interests at the table.

5. CAT discussion of **steward structure and how it can interface with EC**. Campus Chairs Rika Yonemura-Fabian, Evan Kaiser, Michael Hoffman

- a. Described the purpose of AFT's new stewards network: stewards are directly connected with the union, providing a more reasonable ratio between themselves and the members at large to create a more "bottom up" union. Stewards can help bring forward information to bridge the gap between what membership feels about what they would fight for and what the EC might think they want;
- b. Stewards from both a communications system and an organizing strategy so our membership can stand more strongly behind our proposals (articles) at the negotiations table. (AFT is not employing the shop stewards model).
- c. Strategies for reporting out by stewards were discussed. Having each steward connected to a campus rep. is essential; members proposed better integration and inviting stewards into campus chapter meetings to discuss workplace issues; currently stewards are being connected to CAT which is more Districtwide. Members supported a standing item for stewards reporting time at EC meetings. A stewards corner on the AFT

website was also proposed.

- d. A shared diagram showing the negotiations team at the top of the decision making structure rather than the EC guiding our goals is potentially misleading. How is the relationship between the EC and the Negotiations team formulated and what mechanisms exist for EC input? Evan shared slides on the topic in the chat. More discussions on union structure are scheduled for Nov. EC meeting.

6. AFT communications (goals of union communication, how to assess our needs moving forward, role of social media/email/ newsletter/steward network). Eric Brenner

- a. The union's communications have been evolving with social media, weekly Action Network messages, and our Communication Team's Action Updates, and will continue to change with our new stewards network.
- b. Members thanked Eric for his important work on *the Advocate* newsletter over the decades, and discussed its future in tandem with other communications.
- c. An AFT faculty survey around communications preferences is planned. What should be included in the survey?
 - i. Modes of communication: our members range in age across 50 years and generational preferences for accessing information vary widely; so several comm. modalities make sense.
 - ii. The open rate for the electronic version of the Advocate has been decreasing, exact reasons are unknown. Members read and access the electronic version differently than print.
 - iii. Members made arguments for continuing to publish *The Advocate*: as tool to communicate with Classified professions; as a tool to bridge our three-college district; other unions read the *Advocate*; it's an opportunity for in depth articles on topics like ADA and dual enrollment; some of our union work is longitudinal and we consult *The Advocate* as our historical archives; we use the newsletter to organize around working conditions.
- d. The labor needed for communications in writing and laying out the print version is time intensive. Eric also solicited necessary articles from particular writers and curated the external news by posting it to our website. Could this become the work of the Communications Committee?
- e. Volunteers to join a subcommittee to work on the member survey included Eric Brenner, Marianne, Monica, Doniella; the survey should also solicit people's interest in working on *The Advocate*.
- f. Proposal to upgrade the AFT website was noted without discussion.

7. *Eligibility to vote in **contract ratification votes** Monica Malamud

- a. AFT's constitution and bylaws are silent on who gets to vote on contract ratification. Legally faculty only need to be able to give feedback on the contract; AFT's surveys go out to everyone and non-members can attend EC meetings.
- b. If membership is required to vote, the union can give faculty a deadline to

- become members prior to that voting date;
- c. Following discussion, members voted to allow only union members to vote for contract ratification with 10 Yes votes, 0 No votes and 0 abstentions.
8. *[2026-2027] [Academic calendar](#) Joaquín Rivera
- a. AFT had proposed that in January 2027 we move the two flex days from the 14/15 to 19/20 which would take the semester to May 28 with Summer school starting June 7. Because this would only give the registrar 4 days to close before summer session, the Calendar Committee agreed to return to the original proposal for flex days on Jan 14/15 finishing finals May 26.
 - b. A member asked about starting summer school on June 14 instead. Response: This brings us to fall and we haven't planned the 2027-2028 calendar yet. Why is this year more difficult to schedule? Response: We can find out.
 - c. What percentage of summer classes are 8 week sessions? Unknown. Recommendation to shorten sessions to 7 weeks.
 - d. AFT voted to approve the calendar with one change: moving one Thursday flex day to a Tuesday, which has no flex days, to benefit part-time faculty. Approved with 8 Yes votes, 0 No votes, 0 abstentions.
9. Safety report from Skyline College. Lori Slicton & Jessica Silver-Sharp
- a. Jessica reported on the ongoing work by the four union reps (AFT/CSEA) to Skyline's HSEPC to obtain any official reports describing the incident of the gunman on Skyline College campus on August 30, 2023 to better understand what took place, and requested feedback from members and the EC on next steps.
 - b. Lori noted that we called the San Bruno Police Department for more information when none was forthcoming from the college.
 - c. Members asked "What is the purpose of the safety committee if it's not going to address these sorts of things?" Another member relayed similar frustrations with past emergency situations at Cañada.
 - d. AFT can submit an RFI for the relevant and necessary information.
10. *New chair needed for **Committee on Political Education**. Marianne Kaletzky for Monica Malamud
- a. The Union needs to appoint a new COPE chair since Katharine lost her union membership status. The Chair must be a COPE member and can also work to recruit Board members leading up to elections. Katharine described the work of the chair and offered to support them in her role as an organizing consultant; Joaquin can also support the process.
 - b. AFT will put out a message to COPE members seeking a candidate; members should also reach out to find out who might be interested.
11. *AFT appointments, Marianne Kaletzky for Monica Malamud
- a. AFT unanimously appointed Margarita Baez, Personal Counselor, as CSM's new PT rep., and Sue Broxholm and Mays Danfoura and Co-PT reps for Skyline and Rika Fabian-Yonemura for AFT's DPGC rep. 7 Yes, 0 No, 0 abstentions.

- b. More conversation is needed to discuss how the co-reps can share the release times.

12. Comments by EC members on non-agenda items

- a. Jessica Silver-Sharp shared details of the faculty book club reading *Equality for Contingent Faculty: Overcoming the Two-Tier System*, gave a brief outreach report on her work to orient new part-time faculty, asked the EC to review the September Special Meeting draft minutes, and encouraged attendees to sign up to attend a Board of Trustees meeting.
- b. Rika Yonemura-Fabian reported that AOC's work to improve the Title IX process is underway; the Chancellor is meeting with AFT's group soon; there will be a new District website showing the Title IX reporting process, as well as marketing materials, training on flex day, and updated administrative procedures to define mandatory reporters and their roles. The group will report back to the EC as a future agenda item.
- c. Rika Yonemura-Fabian volunteered herself and Jessica Silver-Sharp to write up a communication with members around Katharine and Eric's changing roles with the union to give thanks and so we can remain a union that values people's labor, people's work and people's time.

The meeting adjourned at 4:45pm. for Closed Session.

13. Closed Session