



**SAN MATEO COMMUNITY COLLEGE  
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

AFT Local 1493 Membership Meeting

**Wednesday, November 8, 2:30-4:40 p.m.** (Closed Session to follow 4:40-5)

By Zoom

**EC Members Present:** Monica Malamud, Jessica Silver-Sharp, David Hasson, Keira Travis, Rika Yonemura-Fabian, Mays Danfoura, Teeka James, Tamara Perkins, Steven Lehigh, Doniella Maher, Bianca Rowden-Quince, Sue Broxholm, Vera Quijano, Salumeh Eslamieh, Evan Kaiser, Michael Hoffman, David Hasson, Kolo Wamba, Marianne Kaletzky (Executive Director)

**Members Present:** Masao Suzuki, Jennifer Acquino, Michael Cheung, Elna Murcia-Cordoba, Lori Slicton, Kathryn Browne, Jonathan Freedman, Selma Tufail, Nathan Jones, Miranda Wang, Matt Montgomery, Elinor Westfold, Cindy Moss, Dionicio Garcia, Rene Anderson, Amber Steele, Kamran Eftehari, Lucy Jovel, Jing Wu, Kim Roderick, Rocio Aguilar-Pedroza, Rene Anderson, Sarah Aranyakul, Richard Torres, Marc Gottlieb, Shaun Perisho, Jennifer van Sijll, Elinor Westfield, Tim Maxwell, Lale Yurtseven

**Guests:** AFT1493 Organizing Consultant Katharine Harer, AFT1493 Communications Consultant Eric Brenner; ASL Interpreters Jessica & Ruby

Facilitator: Marianne Kaletzky and Steven Lehigh

The meeting commenced at 2:35pm.

1. **Welcome.** Members introduced themselves in the chat.
2. Comments by AFT members (non-EC members) on non-agenda items
  - a. AFT1493 Communications Consultant Eric Brenner referenced the local's recent communications discussion and communications subcommittee being formed, and his plans to gradually step down as Advocate editor. As no issues have been published since Spring 2023, Eric proposed a December 2023 newsletter/edition following the contract ratification vote, summarizing some of the pros and cons of the new contract and next steps for achieving the next contract. Members should contact Eric about their interest in contributing.
3. **Contract Forum** on Tentative Agreement ([outline here](#); [full text here](#)) Joaquin Rivera.
  - a. Updates: Joaquin summarized the highlights of the TA; once ratified, the new contract will be in effect through June 2025. Marianne explained re-openers and

the contract ratification process and timeline. The District has not provided information regarding timing of retroactive payments (salary and benefits).

- b. Additional questions, answers and discussion
  - i. Marianne explained new healthcare provisions for part-time faculty; in 2/2024, both parties will reopen negotiations on part-time healthcare; the goal is for part-timers to receive the same benefits as full-time faculty.
  - ii. For administrative time outside of classroom time for part-timers, there is new language stating that if an administrator asks or requires a part-time faculty to do program review or any other work outside of their regular duties, they will be paid at the special rate; the part-time faculty must enter into an agreement with their Dean on the nature and scope of the work to be compensated; payment will not be granted for work volunteered for or conducted without such an agreement.
  - iii. How will AFT ensure appropriate communications with administrators on new provisions in the contract, post-ratification, that will result in new best practices that administrators will be required to implement? How best to communicate these changes with faculty?
    - 1. Proposed: January 2024 flex day session - for both faculty and administrators
    - 2. AFT reaches out to VC McVean for communications commitment around changes to contract
    - 3. Members were encouraged to share additional ideas with leadership
  - iv. How to communicate around revised evaluation procedures and forms that AFT hopes to finalize in Spring for 2024-2025? Education around new parameters will be essential. AFT will request Evaluation Guidance Committees assist with communications and include details at Fall 2024 evaluation orientation sessions.
  - v. What new language exists around course assignments and new counseling language?
    - 1. A new article on class scheduling for full-time faculty provides that they can submit preferences regarding classes, times and modality; the dean cannot arbitrarily disregard their preferences.
    - 2. Remote counseling is now recognized as a modality.
    - 3. Why can only instructional faculty request modality preferences as part of scheduling their assignments? For teachers, this language is only around requests; the dean retains the right to assign the modality for both instructional and non-instructional faculty.
  - vi. Underloaded faculty have up to 2 years to make up terms missed.
  - vii. Union should consider meeting with FT & PT librarians districtwide to gather more information around modality choices and scheduling to inform what might be included in a future contract.

#### **4. \*Continuing AFT student internship Marianne Kaletzky**

- a. Marianne shared background on our local's practice of employing student interns the past three academic years, discussed the type of work they've done previously and last year's scheduling challenges. The EC will form an interview committee, with Katharine Harer as one of the members, to solicit applications and conduct interviews, with student candidates' availability to attend union meetings as a preferred criteria solicited during the application/interview process. The union seeks to retain flexibility to hire either one or two students.
- b. The EC voted for the option of providing two intern scholarships for Spring 2024 with a stipend of \$1,000 each. 14 Yes, 0 No, 0 Abstentions.

**5. \*Use of AI tools to create transcripts of AFT meetings.**

- a. Discussion of a situation at a recent Membership Meeting where a member tried to log in with an Otter AI in lieu of attending the meeting and was removed from the meeting.
- b. Members needing an accommodation should contact the union ahead of the meeting to discuss accessibility options.
- c. Members unable to attend EC meetings can reach out to stewards or chapter chairs for information that they missed or read the meeting minutes once approved.
- d. \*The EC voted to create a policy such that during AFT Membership meetings, audio recordings and transcripts are prohibited unless it is to provide a necessary accommodation requested by a member, and that in these situations, all meeting attendees are notified in an ongoing manner during the meeting that it is being recorded and/or a transcript is being made. 13 Yes, 0 No votes, 0 abstentions

**6. \*Solidarity with [Portland TK-12 educators on strike](#) Teeka James**

- a. Teeka proposed a solidarity contribution for Portland Association of Teachers on strike. She provided examples of the unacceptable teaching and learning conditions they face. Mick Song will be in Portland soon in person to deliver a t-shirt and extra food or drinks, for which AFT can vote to reimburse him if their union is still on strike when he arrives.
- b. The EC voted to donate \$250 from our solidarity fund and send a solidarity letter from Monica. 14 yes; 1 abstention. mechanism for people to donate extra? they might not any longer be on strike.

**7. Steward reporting time** Campus Chairs

- a. Stewards from across the district reported on questions and issues they were hearing about from members.

**8. Comments by EC members on non-agenda items**

- a. Marianne announced a union social/member appreciation party on Friday, December 1, 3:30 to 6 p.m. at Cañada Vista. Members can bring their own alcohol. [date changed to Dec 8].

The meeting adjourned for closed session at 4:35pm.

**9. Closed session**

- a. The EC voted to send a short Action Network message to members about the contract ratification. 7 Yes; 1, No; 3 Abstentions.