

AFT Membership/EC meeting

March 13, 2024

Skyline and Zoom

EC members present: Monica Malamud, Joaquin Rivera, Steve Lehigh, Rika Fabian, Salumeh Eslamieh, Sue Broxholm, Bianca Rowden-Quince, Kolo Wamba, Mays Danfoura, Teeka James, Evan Kaiser, Tamara Perkins, Keira Travis, Michael Hoffman, Doniella Maher, David Hasson, Marianne Kaletzky (Executive Director)

AFT members present: Cindy Moss, Don Uy-Barreta, Dr. Ronda Wimmer, Elinor Westfold, Gampi Shankar, Jessica Silver-Sharp, John Perez, Karen Wong, Lia Thomas, Lori Slicton, Lorraine Barrales-Ramirez, Lucia Lachmayr, Mandy Lucas, Marc Gottlieb, Matt Montgomery, Miranda Wang, Gerardo Pacheco, Sarah Guth, Sarita M. Lopez, Sumathi Shankar, Tadashi Tsuchida, Andrea Fuentes, Kate Browne, Katie Manbachi, Luis Zuniga, Tammy Calderon

Guests: Katharine Harer and Eric Brenner (consultants)

Facilitators: Salumeh Eslamieh and Rika Fabian

1. Introductions

2. Comments by non EC members on non agenda items

- a. A faculty member from Skyline college shared on behalf of a group of colleagues that they are working on a senate resolution to be able to speak about the situation in Palestine.
- b. Lia Thomas: at the last meeting it was mentioned that there was uncertainty about which evaluation forms were going to be brought forward in negotiations and that this was going to be agendaized for today's meeting. Response: it is agendaized for today's meeting as "Reopener negotiations on specific issues", and it will be discussed during this agenda topic.
- c. Gampi Shankar spoke about negotiations and the possibility of getting financial and legal assistance for negotiations.
- d. Jessica Silver-Sharp has been reaching out to new faculty. She thanks AFT reps who have been assisting her. She requested that names of new hires be forwarded to her
- e. A PD coordinator commented on the Academic Calendar. Response: Academic Calendar is on today's agenda.

3. ***Reopener negotiations on specific issues** (including discussion of **part-time healthcare negotiations** and **sharing of workload point program survey data** and discussion of proposal)

PT healthcare:

- a. For eligible PT faculty (i.e., those working at least 40% in our District), AFT proposed:
 1. access the same plans as FT at no cost
 2. to continue a reimbursement program
 3. to offer vision and dental

Additionally, PT who work at least 40% among several districts should have a reimbursement program compliant with AB 190.

- b. The District agreed to allow PT who work at least 40% in our district access to the same plans as FT, but paying the same amount that FT pay, and for multidistrict faculty to have a reimbursement program, but not to 2 and 3 above. The district wants anything related to PT healthcare to be in an MOU, not in the contract. The district included a contingency: that if they don't get reimbursed 100% of the cost, we revert to the current MOU (if they can be reimbursed at the 50% level), or to the prior reimbursement of \$3305 per semester (if the district does not get reimbursed at 50%)
- c. AFT counter: we don't want an MOU (we want PT healthcare to be part of the contract). We want PT to access healthcare at no cost, to continue a reimbursement program, to include vision and dental. Contingency: if the District has to spend more than \$400000 on health benefits, which is approximately what they're spending right now, then we'll reopen this topic.
- d. Katharine asked that anyone interested in speaking at the BOT meeting in March contact her or Jessica.
- e. Rika reminded everyone that members can attend negotiations. Contact Marianne or chapter chairs if interested.

Workload point system:

Marianne shared highlights from the survey. 163 FT took the survey, over a 50% response rate, with faculty in different roles represented, as well as good representation from all three colleges. The goal of the workload point system was to make workload more sustainable and fair.

Discussion ensued. Many faculty participated, sharing their experience with the workload point system pilot, and offering a variety of suggestions going forward.

Marianne pointed out that we collected a lot of feedback for changes in the comments of the survey and in the forums, which can be used to make modifications to the program. Doniella suggested that we form a workgroup to work with the negotiations team to come up with a proposal.

Anyone in the EC who wants to participate in this workgroup, let Marianne know by the end of day Friday. Anyone in this meeting who wants to give feedback, please send it to chapter chair or Marianne.

Faculty evaluations:

Marianne clarified the situation: There were no new evaluation forms in the set that AFT has. There was some misunderstanding at the last AFT meeting. Doniella, Teeka, Rika, Salumeh, Marianne and Kate Browne (as DAS president) reviewed all the forms. They did not make any changes (other than minor wording issues), so the forms that AFT has ready to negotiate are the same forms that were approved by DAS.

4. *Campaign cycle proposal - Michael, Rika, Tamara, Evan

The four campus (co-)chairs brought forward a proposal that the EC commit to:

- a. Publish ahead of time a campaign schedule where we highlight all the important dates when decisions will be made regarding the next contract
- b. Establish a set of article committees where faculty will be invited from the membership to put forward contract article proposals
- c. Have a pre-ratification vote, where we ask members whether they are in favor of working towards certain proposals

A document was circulated among the EC with details about how that could be done.

The goal is to do something such that we can get a contract in time. The proposal is a framework for a more aggressive approach leading up to negotiations.

Goals of this proposal:

- a. Ratify a strong contract by the Fall of 2025
- b. Have 60% membership for the final ratification vote
- c. Engage new leaders from the membership in shaping and refining the negotiation process.

This proposal does not change the authority of the bargaining team, it does not expand the bargaining team. It just codifies how we gear up for negotiations.

Lucia: likes having a visual of what's going to happen and feels like she's included in the process.

Lori: likes that it breaks down negotiations proposals into more manageable chunks.

The scope of the article committees is to provide language for certain articles of the contract. Article committees are not the exclusive means through which contract articles can be proposed.

A chair for each committee will be assigned to schedule and run meetings, an EC member or someone designated by the EC.

Steve: who is leading the organizing of all of this? A: chapter chairs.

Monica: objects to publishing contract language before it's passed across the table

Elly: thinks it's a great idea

Mandy: likes the idea of article committees. It also builds more trust from some members who may feel unsure of the union, or for people who just don't know a lot about how things work

David: we need confidentiality and flexibility during the negotiations process

Doniella: more comfortable with this version of the proposal than with previous versions that were circulated earlier. We have a history of using article committees: the workload pilot, faculty evaluations and counselor's contract language are recent examples of this.

Rika: the calendar is an organizing tool. It can be changed as needed, and we can explain to members why.

Teeka suggests tabling the vote until the next meeting, because there are still questions.

Salumeh proposes that campus chairs take all the feedback and bring it back for a vote at the next AFT meeting.

Michael: all of the elements of the proposal came from researched practices and experiences in other unions.

Motion: Tamara moved that we approve the proposal. Rika seconded. No further discussion. 13 in favor, 2 abstentions.

5. Reviewing BPs on [Academic Freedom](#) and [Time, Place and Manner](#) (announcement and invitation) - Rika

Please give feedback to Rika by Monday, April 8.

6. Steward reporting time

Tammy (Cosmetology, Skyline) has been at the district for 20 years and became a steward because she's interested in learning and understanding about the union, and to help with communications between members and the union leadership.

Luis (Skyline) is a new Art faculty. He wants to become a more active member of the union. He wants to be more engaged and learn about how things work.

Jessica S-S: steward for ASLT at both Cañada and Skyline. She has mostly been dealing with questions about flex for PT faculty.

Katharine reported that they had 4 coffee hours at Skyline.

7. April Flex Day workshop on **part-time pay** - Jessica, Tamara

The goal today is to collect feedback about what questions PT faculty have about their pay. Some issues: how to read your pay stub, flex pay, other paid work, professional development.

8. *AFT 1493 elections and formation of Elections Committee - Marianne

We have elections this spring. Any AFT member in good standing can be a candidate. AFT members on the elections committee cannot run for office.

Newly elected officers are seated in May. Nominations must end at the April membership meeting, with a two-week nomination period leading up to it.

Marianne proposed the following elections timeline:

March 20: announcement that nominations are open

April 10 at membership meeting: nominations close

April 15-April 16: ballot preparation

April 17: election opens

April 30: election closes

May 1-6: ballots tallied

May 7: results announced

May 8: new officers take office at membership meeting

Bianca, Michael H volunteered and were approved to serve on the elections committee. Other faculty interested in serving please contact Marianne.

9. Academic Calendar - Joaquin

Monica shared two suggestions she's heard: 1. There are two Thursday flex days in Spring. Can we change them to different days so as to benefit more PT faculty? 2. Suggestion to move one flex day to the end of the semester, instead of always having two before a semester starts.

Sue: Why can't we have spring break that is aligned with the K-12 school district's? Answer: Because there are 23 school districts in the entire county. Each district determines their own calendar, and spring breaks do not align in the county. Sue proposes that all school districts coordinate their spring break.

10. No appointments

11. Comments

Chancellor finalists have been announced.

Monica reported that she attended the AFT Higher Education Professional Issues Conference in February and it was a very valuable conference. Marianne will be attending the CFT-CCC meeting tomorrow.