

Minutes adopted: May 16, 2024

AFT Local 1493 April Membership Meeting

Wednesday, April 10, 2:30-4:35 p.m. (Closed Session to follow 4:35-5)
NOW MULTIMODAL!

Join us in person at Cañada 13-234 or on Zoom at bit.ly/aft1493mm

Facilitator (for in-person discussion): Salumeh Eslamieh

Facilitator (for Zoom discussion): Doniella Maher

EC Members present: Monica Malamud, Salumeh Eslamieh, Vera Quijano, Tamara Perkins, Keira Travis, Rika Yonemura-Fabian, Kolo Wamba, Sue Broxholm, Mays Danfoura, Doniella Maher, Teeka James, Steven Lehigh, Michael Hoffman, Evan Kaiser, Marianne Kaletzky (Executive Director)

AFT Members present: Camille Kaslan, Jessica Silver-Sharp, Cindy Moss, Elaine Francisco, Ronda Wimmer, David Hasson, Lori Slicton, Sara Dykes, Matt Montgomery, Michael Song, Robert Hasson, Marc (?), Mandy Lucas, Tammy Calderon, Jacquie Escobar, Beth LaRochelle, Michael Song, Andrea Fuentes

Visitors: Katharine Harer, Eric Brenner, Joe Berry, William Mason

Welcome

Comments by AFT members (non-EC members) on non-agenda items

- Lori asked what was going on with *The Advocate*. Monica said we will have a newsletter, but it will be less frequent than *The Advocate* was in the past. It will come out once per semester plus possible special issues. The newer version of our newsletter will be online.

Part-Time Faculty: All about Getting Paid Flex Day & Division Meeting Pay (Tamara, Jessica, Mays)

- The event will be held on 4/18, 2:30-4:00 pm on zoom. This event can count for Flex credit. PT and FT welcome. Tamara shared a link to a form that allows faculty to identify priority topics for the discussion. So far, based on a CAT survey of PT faculty, it appears that the hottest topic is “understanding placement on the salary schedule.”
- Another important topic for the session: Adjunct pay for division meeting attendance. This is important partly because when adjuncts miss division meetings, they can miss out on other opportunities for paid work; it’s in the meetings that some assignments are given. This is also an important topic because Deans’ practices re: pay for these meetings vary wildly.

*Action Item: Reopener negotiations on specific issues (including full-time workload point system, faculty evaluations, and part-time healthcare) (Monica, David H., Marianne)

- Monica gave an overview of the last negotiation session. She reported that there was “zero movement on PT healthcare.” The district has not agreed to provide vision and

dental to qualifying PT faculty. Neither has the district agreed to provide at no cost PT faculty with the same plan as FT. Neither has the district agreed to offer the flexibility of a reimbursement option for faculty who prefer that over the option of signing up for the district-provided plan.

- The district does not want PT healthcare in our main contract; they want this material in an MOU, which would sunset in December 2026.
- Katharine reported that PT faculty spoke out about healthcare (especially about the impact of not having vision and dental coverage) at the last board meeting (3/27). This was organized through CAT.
- Monica reported that the district wants some changes to the evaluation process. Notably, they want any evaluation that includes a rating of “unsatisfactory” on any item to be reported to the VP for consult with HR re: possible non-renewal. This is not the status quo.
- The district has also proposed contingency language that says that if the district does not get reimbursed by the state 100% for PT healthcare, we will automatically revert to the provisions in the current contract.
- The district did accept the timeline that librarians drafted for librarian evaluations.
- Teeka reminded us that evaluations have four parts, one of which is the Dean’s assessment. Faculty have no input on the Dean’s assessment. Under the district’s proposed new rule, a Dean’s assessment rating of “unsatisfactory” would on its own trigger notification of VP/ consultation with HR. Other members echoed Teeka’s concerns.
- Monica said we will be proposing two more years of the point system with a few modifications based on feedback from members. Based on feedback, we will propose that counselors and librarians be exempted from the points system.
- Jacquie Escobar said counselors and librarians don’t want to be part of the point system as it is, but she is not happy with the plan to just not participate. She said AFT should have considered qualitative data, quantitative data and interviews with counselors in making their decision to remove counselors from the pilot. She wants AFT to still be looking out for counselors’ and librarians’ workload issues.
- Monica said overall results from the survey indicate that the majority of counselors and librarians prefer to be exempted from the point system.
- **EC voted on priorities re: negotiations.**

*Academic Calendar 2027-28 (Monica)

- Item deferred until next meeting

*Action Item: Campaign cycle discussion (David Hasson)

- David explained how and why organizing efforts have to align with the bargaining cycle. CAT has to work in alignment with the bargaining team. EC has a key role in making this alignment work. We should apply principles from project management.
- David recommended CFT training webinars for anyone who is interested. Doniella added that other labor trainings (beyond just CFT) are also relevant and available.
- Kolo made the point that a survey can be a tool for collecting information and, simultaneously, a tool for outreach/ education/ mobilization.
- Members need to feel involved in the process. Surveys can, among other things, help us see to what extent this is the case.

- Division of responsibility between EC, CAT, and the negotiating team has to be clear in each instance.
- **EC decided to re-agendize this item for next time.**

Steward reporting time (Campus Chairs)

- Tamara reported that stewards are hearing from counselors that they're not satisfied with just being left out of the points system.
- Andrea reported that some people in her division are still talking about their desire to move the mandatory flex day to the middle of the semester.

AFT 1493 Officer and Delegate Nominations (call for nominations from the floor) (Campus Chairs)

- Marianne reported that currently we have nominations for every office.
- Salumeh called for anyone present to make additional nominations.
- Vera nominated Cassie Begley for Canada PT rep.
- Marianne added that we still need nominations for delegates.
- Monica, Teeka, and Lori nominated themselves for CFT and Labor Council.
- Andrea Fuentes was nominated for AFT convention.
- Marianne shared the full slate of nominees for EC positions.
- Nominations are now closed.

Update on elections procedure (Elections committee (Tammy, Michael, Bianca) + Marianne)

- Marianne explained that now that we have nominees, the next step will be to check nominees' eligibility.
- We will be holding an online election this time. The election will be held 4/17-4/30. We are using an online platform used by other teachers' union locals.
- Nominees will receive a google doc via which they will supply a photo and also a statement about their candidacy.

CFT Lobby Day (Jessica)

- CFT gives us opportunities to meet with state legislators.

*Action Item: Higher Education Labor United (Rika and Tamara, Joe Berry)

- Joe explained that Higher Ed Labor United (HELU) came out of what seemed like an opportunity after Joe Biden was elected. Usually we don't speak with one voice because we are divided among 13 different unions. Nevertheless, the biggest actions in recent years have involved inter-union coalitions at a local level. Higher Ed Labor United aims to make such inter-union coalitions work on state and national levels. Joe made an appeal to AFT 1493 to participate. 1) People need to read the vision statement. 2) Elect delegates. 3) Make a solidarity pledge to support the organization. We would pay about \$855 as a solidarity pledge for the coming year, but part of that can be paid through "in-kind labor."
- Rika moved that we delay the decision until the new EC comes on board.

- **Teeka moved that we agree to distribute the vision statement through union stewards. Keira seconded. EC voted to approve.**

*AFT appointments (if needed) (Monica)

- Monica said that there are none this month, but at the next meeting, the new EC will need to make a number of appointments.

Comments by EC members on non-agenda items

- Doniella said we need to go back to our discussion of unit allocation for EC positions.
- Monica shared specifics about the survey results from counselors re: the workload system.
- Rika reported that at the last board meeting faculty raised questions about why recent changes to Board Policies have gone from the chancellor straight to the board. Curriculum committee at CSM flagged the problem, and the district senate got on board.

Closed Session