

Minutes Adopted: May 24, 2024

AFT Local 1493 May Membership Meeting

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

NOW MULTIMODAL!

Join us in person at CSM 18-206 or on Zoom at bit.ly/aft1493mm

Facilitator (for in-person discussion): Tamara

Facilitator (for Zoom discussion): Rika

Executive Committee Members Attending:

Andrea Fuentes, Beth LaRochelle, Camille Kaslan, Jacqueline Escobar, Jessica Silver-Sharp, John Perez, Keira Travis, Mays Danfoura, Marianne Kaletzky (Executive Director), Michael Song, Monica Malamud, Rika Yonemura-Fabian, Salumeh Eslamieh, Steven Lehigh, Tamara Perkins, Teeka James

Members Attending:

Joaquin Rivera, Bianca Rowden-Quince, David Hasson, Don Uy-Barreta, Doniella Maher, Elaine Francisco, Elinor Westfold, Evan Kaiser, Gampi Shankar, Jennifer Van Sijll, Kolo Wamba, Maggie de Vera, Marc Gottlieb, Michael Hoffman, Vera Quijano, Suji Venkataraman, Sumathi Shankar, Vincent Kang

Guests:

Eric Brenner, Katharine Harer, William Maisonpierre

1. Welcome 2:30-2:35

2. Comments by AFT members (non-EC members) on non-agenda items 2' per person

- Katharine Harer: Our contract action team had a successful action at the last (April 24) Board meeting. Students and faculty spoke and held up signs re: vision

and dental coverage. We have moved the needle on the reimbursement option for medical, and we may be seeing some movement on vision and dental.

Article from the Daily Journal following AFT's action at the Board meeting:
https://www.smdailyjournal.com/news/local/college-district-part-time-staff-sue-dental-vision-coverage/article_9079a6c8-060d-11ef-98ba-ebb2376f57cb.html

Read more about our union's fight for part-time healthcare this Spring:
<https://aft1493.org/aft-members-speak-out-to-board-on-need-for-dental-and-vision-benefits-for-part-time-faculty/>

Reminder: To receive reimbursement from the District for your out of pocket health insurance premiums from April - June, the next deadline to submit request forms is June 30, 2024.

3. Welcome to new AFT Officers and Delegates! (Marianne) 2:40-2:50

- Marianne: We had 245 members voting in our recent election. This is better turnout than we've had in the previous two election cycles. Thank you to the elections committee and to all the people who ran.
- EC members introduced themselves.

4. *AFT 1493 Budget for FY 2024-2025 (Steve) 2:50-3:00

- Steve: We need to approve the budget now because the fiscal year starts over the summer. Steven shared a document showing the budget. Projected membership dues: Steve has been conservative in making this projection. We're increasing our budget for legal fees. We are giving our Executive Director increases commensurate with what faculty are getting. We're running a surplus for 23-24; we will be continuing to add to our reserves in 24-25.
- Rika: We recently got a "matching" grant from CFT for organizing. This is factored into the 24-25 budget. We contribute \$30,000; \$30,000 will come from CFT.
- Doniella: Is the increase for legal fees big enough? Steve said he thinks it is. Marianne made the point that grievances aren't really the cause of high legal fees; these matters are usually handled in house by grievance officers, etc. The ULP that we took to arbitration and other matters related to negotiations and contract enforcement were the cause of the relatively high legal fees this past year. She does not foresee similar expenses in the coming year. Monica did note that we are still dealing with a ULP that the district filed against us.
- Rika: motion to approve the budget; Tamara seconded.

EC Vote: 11 yes votes; 0 no votes; 0.5 abstentions

5. *Reopener negotiations on specific issues (part-time healthcare, full-time workload pilot, evaluation procedures and forms) (Joaquín) 3:00-3:20

- Joaquin: Next negotiation session will be tomorrow. One topic is the grievability of evaluations. We propose another 2-year pilot on the point system. One change we're proposing is that committee chairs would get an additional point; we will be including instructional designers but excluding counselors and librarians.
- Katharine: Can we add some language about requiring consistency among Deans re: application of the points system?
- Joaquin: Yes, we are adding language related to this issue.
- Tamara asked Joaquin for clarification re: proposed PT contributions for healthcare plans. Joaquin said for all plans PT faculty will have to make the same contribution that FT faculty make.

6. *Academic Calendar 2027-28 (Joaquín) 3:20-3:25

- Joaquin said the only proposed change is moving what was a Thursday Flex Day in Spring to a Wednesday. The point was to avoid having two Flex Days on a Thursday. Teeka expressed concern because MWF classes already lose two days to the Presidents' Day
- Beth moved to approve the calendar; Rika seconded.
- **EC vote: 11.5 yes votes; 0 no votes; 0 abstentions.**

7. *Campaign cycle discussion (Rika, Tamara, David) 3:25-3:40

- David: We are trying to codify our practices related to organizing and campaign cycles. We are preparing for the next contract campaign. We are trying to put down in writing all our current practices so that we have a document ready for the next campaign. We want to win a strong contract in a timely manner.
- Marianne: Member action in the field is what causes movement at the bargaining table. We're trying to coordinate what happens in the field with what happens in membership meetings and with what happens at the bargaining table.
- Camille: We want better communication and transparency between EC and membership at large. We want clear, open communication, and a good community; these will lead to increased union strength. The Steward Network will have a key role; it creates formal outreach mechanisms. Stewards are supported by organizers and campus chairs. Campus chairs provide info; organizers provide strategies.

- Doniella: We never really had a conversation about lessons learned from the last contract cycle.
- Rika: We informally surveyed the membership at the membership meeting in December, and from that we learned that more members were happy with the contract result than with the organizing.

8. *Allocation of reassigned time to elected and appointed officers (Rika, Tamara) 3:40-3:55

- Tamara: The recent CFT grant will cover 9 units of release time. We're proposing 18 units for president and 3 units for VP; previously, VP got 0 units, President got 12.
- Rika: We surveyed other nearby AFT locals. Many have 30 units for President.
- Rika: Grievance officers have only been getting 1 unit each; we are proposing reducing Campus Chair units and increasing grievance officer units.
- Doniella: Grievances will always go to Campus Chair first. Also, we're foreseeing more of a role in organizing for Campus Chair. More units for grievance officers is good, but do we need to do it by reducing units for Chapter Chairs?
- Camille: The steward network/ support should reduce the burden on Chapter Chairs.
- Teeka: What is the rationale for increasing release time for the President?
- Rika and Tamara: We will have to do a lot of work to build the steward network, make all the related structural changes. Anyway, previous presidents have been under-resourced.
- Bianca: Grievance officers do need more release time, but maybe it doesn't need to be doubled.
- Beth: It's important to support people who are just beginning to participate in the union. This is the key to reducing the stress on the people at the top of the pyramid.
- **EC voted to add 10 minutes to this item.**
- Mick: Grievance officers deserve an increase, but we shouldn't take units away from anyone. Is democratizing the union really consistent with adding units at the top?
- Monica: I agree with the increase for grievance officers. It's maybe not a good idea to decrease units for campus chairs. Coordinating stewards may actually increase work for Chapter Chairs. And increasing President's units is not consistent with attempts to democratize structure (agree with Mick).
- Camille: The proposed change will help adjuncts be able to afford to be Presidents. Also, we should keep in mind that comparable locals are doing something similar.
- Doniella: Can we even change job duties that are described in the current handbook? Reducing chapter chair units doesn't make sense. It's hard for me to

vote for a unit allocation that's based on structural changes we haven't fully settled/ clarified.

- Jennifer: Maybe part-time reps should get more units?
- Monica: The PT reps just need to come to meetings and vote. They do not have other job duties.
- Marianne: PT faculty can be campus chairs.
- Katharine: I'm in favor of making these changes for a year and then reviewing at the end of the year. Article committees and the other structural changes will take a lot of work.
- Mays: It seems like there's a lot of work for Campus Chairs. I'm not clear on what the campus organizers would do.
- Rika: The CFT grant will fund the campus organizers, and we will be working to clarify the work.
- Marianne: My proposal would be to increase allocation of units for president but by a smaller amount. And we can reserve additional units for work involved in structural changes.
- Teeka: I do not support increasing the President's allocation to 18 units. Campus Chair should be at least at 6. I cannot keep doing grievance officer work for 1 unit.
- Bianca: If we're trying a model, how are we assessing whether or not the model worked? I would suggest a 1-page document outlining projects and goals for the year. Then we will not make the assessment just a "gut check." We'll be able to be much clearer on whether or not we achieved goals.
- Doniella: We have ideological reasons not to have a president with 100% release time. We want to have presidents who are actively working in their faculty jobs, interacting with students, etc. Another point: sometimes it can diffuse things if the first person to meet with administrators is not a grievance officer.
- Salumeh: I agree that Campus Chair units should not be decreased. I would recommend taking a bit off the proposed allocation for the President and a little bit off the organizers.
- Rika: the allocation to the organizers is tied to the CFT grant. We do not want to forfeit part of the grant.
- Monica: The reason the VP often has had no units is that all the VP duties are supportive (support this; assist with that...) If we add the proposed increase for the VP plus the increase for the President, the proposal greatly increases the unit allocation at the top of the leadership structure: It's an increase from 12 units to 21.
- Teeka: In the past, I was the first VP to get units; this change was made because I was serving on DPGC.
- Andrea: Proposing the motion (see table below; note that the allocations differs from what was proposed at the beginning of this item)
- Camille: Seconding the motion
- **EC vote: 9.5 yes; 0 no; 1.5 abstentions: motion is passed**

Position	Units per position per year	# positions	total units
President	14	1	14
VP	3	1	3
Secretary	2	1	2
Treasurer	6	1	6
CSM Campus Chair	6	1	6
Campus organizer CSM	6	1	6
Skyline Campus Chair	6	1	6
Campus organizer Skyline	6	1	6
Cañada Campus Chair	6	1	6
Campus organizer Canada	6	1	6
Skyline PT rep	1	1	1
Cañada PT rep	1	1	1
CSM PT rep	1	1	1
Communications/Advocate editor	2	1	2

CFT funded
3-units

CFT funded
3-units

CFT funded
3-units

Negotiator	3	4	12
Chief negotiator	6	1	6
Skyline grievance officer	3	1	3
CSM grievance officer	3	1	3
Cañada grievance officer	3	1	3
Sky EC rep	0	1	0
CSM EC rep	0	1	0
Canada EC rep	0	1	0
TOTAL			93

Total Units Minus 9 CFT-Supported Units = 84

Free Units from District = 72

Extra Units to Purchase = 12

9. *AFT appointments (Rika, Tamara) 3:55-4:15

- DPGC: Jessica Silver-Sharp
- COPE: No nominee (We need someone)
- Advocate/ communications: No nominee
- District budget committee: Steven Lehigh
- Chief Negotiator: Joaquin Rivera
- Negotiator: David Hasson
- Negotiator: Monica Malamud
- Negotiator: Jennifer Van Sijll
- Negotiator: Marianne Kaletzky
- Fifth Negotiator: No nominee
- Evaluation Guidance Committee (Skyline): Joaquin Rivera and Bianca Rowden-Quince
- Evaluation Guidance Committee (CSM): Emily Kurland

- Evaluation Guidance Committee (Cañada): Elizabeth Terzakis
- CSM PT Rep: Not yet decided/ appointed (3 possible volunteers?)
- Grievance Officer (Skyline): Bianca Rowden-Quince
- Grievance Officer (CSM): Teeka James
- Grievance Officer (Cañada): Doniella Maher
- Health and Safety Rep (Skyline): Lori Slicton (and we need one more)
- Health and Safety Rep (CSM): Committee has not been meeting, but we need reps ready for when VPAS position is filled
- Health and Safety Rep (Cañada): Jessica Silver-Sharp (and we need one more)
- Professional Development Reps: (Skyline) Ruben Parra and Luciana Castro
- Professional Development Reps (CSM): Tatiana Irwin, David Laderman, Teeka James
- Professional Development Reps (Cañada): Salumeh Eslamieh, Monica Malamud, Nathan Staples

EC Vote to approve appointments: 11 yes; 0 no; 0 abstentions

10. Part-time faculty: Flex Day session takeaways; upcoming help for claiming unemployment (Jessica, Tamara) 4:15-4:25

- This item is tabled due to time constraints.

11. Comments by EC members on non-agenda items (2' per person)

- Teeka: PD spent all available money, \$419,000; I will be giving a report to the academic senate soon.
- Salumeh: Title IX resolution will go to all the college senates soon and to the district senate.
- Jessica: I'm one of the AFT reps on the Cañada Health and Safety Committee, formerly rep for Skyline's committee with my colleague Lori Slicton in Anthropology. It's been quite a year at Skyline with two major student fights and a gunman assault just adjacent to campus back on August 30, 2023 nearest to our childcare and middle college facilities. We have just finally learned that the gunman was finally apprehended, arrested and released on bail. The district's crime log has not been updated and we don't know if there is a restraining order or ban on Mr. Malek from returning to campus. We were told that our duress buttons would be back in service but we haven't heard updates on that either; we've been waiting all year. There is also a new California state law, Senate Bill

553, which requires California employers like our District to adopt and implement a **workplace violence prevention plan** (WVPP) no later than July 1, 2024 (https://www.dir.ca.gov/dosh/dosh_publications/WPV-General-Industry-for-employers-fs.pdf) and that this plan was by law to *have involved employee participation*; however it's being drafted by HR without participatory governance, for now excluding our campus safety committees, and has not even been discussed by our District manager's safety committee. We were told that we could give input after it's been published. This summer we'll begin organizing for a stronger employee voice by inviting our CSEA and AFT reps to each safety committee on each campus to work together towards improving safety protocols. You are welcome to join the work! We started on this at Skyline, working with our CSEA colleagues this calendar year as a team of four, and it really made a difference. We have one vacancy for Health and Safety AFT rep @ Cañada College and two vacancies at CSM (which hasn't met for a year), but hopefully will begin again next year, so please let us know if you'd like be a rep for CSM or Cañada joining Mick Song, Lori Slicton and myself to work on making our colleges safer for employees and students.

- Monica: Point of order—When we have “co-reps” and one member is in attendance, the rep in attendance gets a full vote.
- Rika and Doniella: The draft class cancellation policy was not passed by DPGC. McVean said he will advocate for keeping the class minimum at 10 for now.

12. Closed Session (4:30-5)