

Minutes Adopted: October 2, 2024

## AFT 1493 September 2024 Membership Meeting

**Wednesday, September 11, 2:30-4:30 p.m.** (Closed Session to follow 4:30-5)

Join us in person at Skyline 5-134 (Center for Transformative Teaching and Learning: Enter Building 5 through the back door by the loading dock)

or on Zoom at [bit.ly/aft1493mm](https://bit.ly/aft1493mm)

Facilitator (for in-person discussion): Jacqueline Escobar

Facilitator (for Zoom discussion): Andrea Fuentes

### Executive Committee Members Attending:

Mays Danfoura, Teeka James, Salumeh Eslamieh, Keira Travis, Steven Leheigh, Rika Yonemura-Fabian, Tamara Perkins, Jessica Silver-Sharp, Bianca Rowden-Quince, Doniella Maher, Jacqueline Escobar, Andrea Fuentes, Camille Kaslan, Mick Song, Beth LaRochelle, Maggie de Vera, Monica Malamud, Joaquin Rivera, Marianne Kaletzky (Executive Director)

### Members Attending:

Althea Kippes, Andrilla Stephens, David Eck, Elaine Francisco, Elinor Westfold, Evan Kaiser, Gil Perez, Janice Sapigao, Kent Gomez, Kolo Wamba, Lia Thomas, Lori Slicton, Lucy Jovel, Mandy Lucas, Manny Verdin, Marc Gottlieb, Matt Montgomery, Meiru Huang, Michael Hoffman, Natalie Waechtler, Rachel Cunningham, Radni Pirehabdollah, Rocio Aguilar-Pedro, Sarah Artha Negara, Sarah Fama, Suji Venkataraman, Tina Watts, Virginia Rosales

### Welcome, 2:30-2:35

### Approval of August Retreat Minutes (Keira) 2:35-2:40

- Minutes approved by unanimous vote

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

- Lori Slicton shared a negative experience she had. She needed to give up a class due to health challenges. Her Dean expected her to review adjunct applications for her replacement, but due to Lori's vision impairment, the applications were inaccessible. We

need an accessibility specialist for faculty like we have for students. Due to accessibility issues, at times some faculty with disabilities cannot meet contractual obligations.

- Lia Thomas talked about the frustrating process of getting the new evaluation forms. The updated version of Appendix G contains errors. “It’s been a rotten way to start the semester. I’m very disappointed in HR.” Other issues with the forms are coming up as well.

## Part-time issues: Part-time healthcare and inconsistency in pay for division meetings (Mays, Jessica) 2:50-3:05

- Our victory re: PT healthcare is historic.
- The district continues to refuse to offer vision or dental to PT faculty, but Mays notes that vision and dental are part of health, and we won’t give up fighting for this coverage.
- Jessica shared a 30-year-old headline from the CSM paper: “AFT demands health benefits for part timers.” So we really have been fighting for this for a long time.
- Medical benefits for PT faculty will start in November; we will have a special open enrollment period in October.
- The reimbursement stipend option will still be available for PT faculty who prefer to stay on their current plans.
- Beth asked what happens if a PT faculty member starts the semester at 40% load, but then a class gets cancelled. Monica said as long as they have 40% on the eligibility deadline, they keep their healthcare.
- Meiru Huang asked a question about what to do if they also work in other districts. How do they prove that they qualify for healthcare under the new rules? Marianne said to contact HR.
- Jessica brought up the issue of PT faculty not getting paid for participation in Division or Dept. meetings. Practices have been inconsistent. But at Skyline all the Deans sent out a memo recently saying that adjuncts will not be paid for attending these meetings unless the Dean declares the meeting mandatory. Jessica asked PT faculty present to fill out a spreadsheet, which she circulated, indicating whether they go this or a similar memo.
- AB2277: CFT sponsored a bill to raise the cap on PT faculty load to 85%. There’s been active debate about the bill on the CFT listserv. If you support the bill, sign a petition to be sent to Newsom. We plan to discuss the bill in our next membership meeting.

## Discussion of working conditions and where we can make change the next contract (Camille, Rika) 3:05-3:45

- Camille said the point of this portion of our meeting is to share and collect info. We will collect good information now in order to make strong contract proposals when the time comes.
- We have a lot of issues to consider this fall.

- Each of the campus chairs will send out info soon about contract forums. These forums give members a chance to talk to stewards and chairs about the issues that are important to them.
- We want to finalize our contract proposals in a timely manner.
- Bargaining survey should go out soon.
- After the bargaining survey results are in, EC will list demands.
- Sunshining should happen in Board meeting in Jan.
- We need to know this semester what our demands are, and we need to commit to them.
- Issues that came up in the August Flex session included workplace safety, academic freedom, workload (biggest number of respondents), and pay.
- Teeka said we need more clarity on what people mean when they talk about “workload.”
- Camille said she has some more detailed info based on participants’ responses in their own words.
- Kolo asked how much of our new process is aligned with the training that some of us did through PPN.
- Camille said it’s through our steward network that we’ll achieve more democratic structure, bring in voices in more of a bottom-up way.
- Bianca said that sometimes things people want are actually already in the contract. So sometimes people need help reading the contract. This will help us come to sunshining with more of a streamlined list of demands, not an overly long laundry list of items, some of which are actually already settled.
- In the forums we can clarify which issues can be addressed in the contract. For example, class size is being addressed via Board Policy, not the contract.
- Camille introduced an activity: write down your 3 most important labor issues for the 2025-28 cycle. She then had us complete surveys via slido.
- We also had time for Q and A..
- A number of questions had to do with academic freedom in the context of dual enrollment.

## Dates for contract forums for next negotiations cycle (Chairs) 3:45-3:50

Skyline: 9/26 Thursday 2-3:30pm in person, 4-301

Cañada: 9/25 4-5pm fully virtual

CSM: 9/27 1-3:30 hyflex (tentatively)

- Mick said he will send more info to Skyline people soon.
- Doniella said the focus of the steward network for the next 6 months is gathering of information.

## \*Open seats on AFT negotiations team (Tamara) 3:50-4:10

- We have a description of the position. Jessica screenshared the job description.

- We are hoping to get a non-instructional person on the team.
- We are hoping to make a decision at the next membership meeting.
- PT and FT faculty are welcome to apply.
- Rika said that today we want to vote on what kind of qualifications we want the new team members to have.
- Joaquin emphasized that this is a 12-month commitment. Negotiations happen in the summer as well.
- Negotiations will start in February.
- Teeka made a point about the last bullet point on the job announcement. It's not strictly accurate. Beth agreed that the language about checking with the Dean should be deleted.
- Steve made the point that for PT faculty we've tended to pay the 3 units over the summer. He asked whether it was ok to put that language in the job ad.
- Marianne made the point that negotiators do not necessarily have to have an aggressive personality. It's a good role for someone who is interested in information/ organizing information.
- Jacqueline said she really would like to see counseling faculty on the team. Or if there's no counseling faculty on the team, counselors need more help understanding how to ask for what they need.
- Bianca said that other noninstructional faculty also have needs that won't be considered if they don't have a representative on the team or in any way anyone in the room. Huge inequities exist across the different roles.
- Beth said that stewards can help address these problems.
- Bianca and Jacqueline said the steward network won't be enough.
- Motion is: to send out the call without any limitations on which kind of faculty would be considered, but then when we are assessing the applications, we will give special consideration of PT and non-instructional faculty applicants.
- Motion passes unanimously

## AFT updates (Jessica) 4:10-4:15

- Marianne Kaletzky is leaving us. This is her last day. At 6pm we are having a good-bye get-together at 47 Hills. The ED position has been posted. Our members are encouraged to apply.
- Steward recruiting is happening. Ideally we should have one steward representing every 10 faculty.
- Jessica encouraged faculty who have offices to post the print flyer, "Become a Union Steward today!"
- On Friday we are having an endorsement meeting. Holden and Petrides have both asked for our endorsement. First we will have interviews, then we will have a discussion. Then we will have an EC vote re: endorsement.
- Update re: Workplace Violence Prevention Program: Our district had a 10-year-old plan, but it was very minimal. As of July 1 they were supposed to publish a new plan, and they

didn't. The plan was supposed to include our feedback, and we didn't have the chance to offer feedback. The district is required by law to do a training. The union has not had a chance to preview the training. Tonight Jessica is speaking at the Board Meeting to make clear that the district is not following the law.

- Our next membership meeting is just over 3 weeks away. It will be highflex; the in-person portion will be at Cañada.

### \*AFT appointments (Tamara) 4:15-4:20

- Skyline chapter wants to make the following appointments: Leigh Ann Shaw as PD rep; Mick Song as member of President hiring committee; Andrea Fuentes as member of AFT's second rep on Health, Safety, and Emergency Preparedness Committee.

The vote to approve the appointments was unanimous.

### Comments by EC members on non-agenda items (Tamara) 2' per person

- The next meeting of the San Mateo Labor Council will be on 10/14 at 6:30pm. There will be no meeting in November. There will be a meeting in December. We need delegates. They do not need to live in San Mateo County, but that would be best because meetings are in person. Lori said they have an accommodation that allows for call-ins, but she was not allowed to vote when she participated that way. We are looking to fill at least one spot and potentially two.
- Monica said delegates to the San Mateo Labor Council must be elected, not appointed.
- Marianne said the San Mateo Labor council is part of AFL-CIO. Participants will meet all kinds of people in other lines of work; the experience gives participants a more global picture of the labor movement, and of course our delegates would also represent higher ed in that context.
- Rika made a public "thank you" to Marianne and presented her with a gift from the EC.
- Doniella made an announcement about the Cabrillo Unified upcoming strike (this Thursday and Friday). The most impactful time to join the picket line is 8am.

### Closed Session 4:30-5:00