

Minutes Adopted: November 13, 2024

AFT Local 1493 October Membership Meeting

Wednesday, Oct 2, 2024, 2:30-4:30 p.m. (Closed Session to follow 4:30-5)

Join us in person at Cañada College Building 3 Rm104 or on Zoom at bit.ly/aft1493mm

Facilitator (for in-person discussion): Salumeh Eslamieh

Facilitator (for Zoom discussion): Tamara Perkins

* Action item

Executive Committee Members Attending:

Rika Yonemura-Fabian, Tamara Perkins, Jessica Silver-Sharp, Keira Travis, Camille Kaslan, Salumeh Eslamieh, Teeka James, Monica Malamud, Maggie de Vera, Joaquin Rivera, Cassie Begley, Doniella Maher, Andrea Fuentes, Mick Song, Bianca Rowden-Quince

Members Attending:

Luis Zuniga, Ronda Wimmer, Gil Perez, Althea Kippes, Elaine Francisco, Michael Hoffman, Kathy Zarur, Cindy Moss, Helen Zhang

Welcome, 2:30-2:35

Approval of September Membership Meeting Minutes (Keira),
2:35-2:40

- Approved by unanimous vote.

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

- Kathy Zarur, who teaches Art History and runs the art gallery at Skyline, urged our local to support a resolution that the Berkeley Federation of Teachers has submitted to CFT. It will be voted on at the October 5th CFT State Council Meeting. The resolution calls for CFT to call on CalSTRS to immediately adopt and abide by an [Ethical Investment Policy](#)

[Statement](#) that guides CalSTRS to divest from assets and companies that consistently and directly profit from, enable or facilitate human rights violations, violations of international law, prolonged military occupations, apartheid, or genocide, including weapons manufacturers and companies that build technology such as artificial intelligence and surveillance technology for military use.

Part-time faculty issues (Standing item) (Jessica), 2:45-2:50

- Our new PT faculty reps are Cassie Begley and Maggie de Vera. Jessica encouraged faculty to reach out to them. Mays Danfoura, Skyline PT rep, is currently out on medical leave. PT faculty at Skyline can reach out to Chapter Chair, Mick Song.
- Our district HR has delayed the PT health care enrollment processes. Open enrollment was supposed to begin yesterday; now they're saying it will happen later in October. Our union will send an announcement shortly.
- Those who are opting to participate in the reimbursement option will only get a twice-a-year stipend. Our local has made clear to the district that this schedule will cause hardship due to the infrequency of reimbursement. Lower-income faculty will have a hard time with the long time horizon. Also, this stipend will go through regular payroll, which will mean that it will now be taxable.
- We are dealing with some unclarity around recent payment for Keenan online trainings.

Negotiators appointment (Jessica and Tamara), 2:50-3:05

- We want to appoint two new negotiators for the upcoming contract cycle.
- The negotiator job description was drafted and approved. Then the post went out via Action Network. Then three candidates applied. Today, during open session, we will hear from the three candidates. In closed session we will have discussion and a vote.
- Tamara emphasized that it's great that we have an applicant from each of our three colleges.
- Althea Kippes (Cañada) presented first. She emphasized that her background and experience are assets. She is a litigator. She has handled negotiations in federal court and in state court. She also is a real estate broker and negotiates in that context. She is also certified as an arbitrator and mediator. She has been with the district since 1995. She started PT; now she's FT. She understands the needs of PT and FT faculty.
- Gil Perez (CSM) presented second. He said he's been PT and FT faculty. He's been on both the instructional and the non-instructional sides. He's a personal counselor at CSM. He's a faculty member of color, and he is interested in supporting other faculty members of color and anyone dealing with inequity. He has integrated himself into the campus community. He has engendered a lot of trust with our faculty. That also has motivated him to learn how we can all support each other to address inequities that we face. He wants to be with other faculty, side by side, as we negotiate for a fair contract. One of his

areas of focus is faculty empowerment. He wants to help PT faculty have a voice, and he wants to support more bottom-up decision making within the institutions.

- Luis Zuniga (Skyline) presented third. He is excited to be part of negotiations. He has worked over 20 years as PT and FT faculty in both Southern and Northern CA; he's also worked within the CSU system. He's seen what has worked in other unions. He has worked as an independent contractor in the music business. Creating fair working conditions for all employees is one of his priorities. Talking to people one on one is a priority for him. Over time we have to hold people accountable—including management and the board.

Advocate newsletter topics (Jessica), 3:05-3:10

- *The Advocate* is the union's newsletter for members. It used to be in print. It's also been posted on our webpage. We recently decided to move the publication fully online. We plan to publish one issue this Fall (and about three issues per year going forward). We've postponed the decision about what role the editor of *The Advocate* will have in relation to the communications team. Jessica is currently serving as editor. She plans for the next issue to include 4-5 articles. One should introduce our new EC members. One should sum up the recent contract forums. One should be about our historic fight for PT healthcare—including something about how we still need vision and dental, and including info re: how stipend/ reimbursement is now going to be taxed.
- If you love research and writing, send Jessica a note. We are still looking for at least one more topic.
- Doniella had a suggestion. She thinks there isn't a longitudinal understanding among faculty about what we've won in the last couple of contracts. It would be helpful for people to have this review.
- Rika agreed with Doniella. She said it's so important to celebrate our wins.
- Doniella said we could also include a section on what we haven't yet won.
- Salumeh said one topic that gets members engaged is the pattern of delay in the settling of our contracts.
- This next issue should be published in the first or second week of November.
- Teeka said she seems to recall that we decided that *The Advocate* should be about big-picture concerns whereas weekly/ twice-a-month emails will be more related to organizing. Can we agendaize for next meeting something about clarifying communication strategies (what media to we use for which kinds of communication).
- Maggie asked whether we have a call out to recruit committee members for new communications committee. Jessica said we will at least partially address this later in this meeting.

Organizing: Discussion on Fall membership organizing with a timeline (Doniella and Rika), 3:10-3:55

Questions Considered:

- Should EC think of our role differently than we have been doing the last month or two? We haven't really been thinking of ourselves as the core organizing team. We've been thinking of ourselves as the body that approves things.
- We have now had contract forums at all three campuses, but we never strategized re: how to get people to attend the forums. We didn't plan how to ensure that as many voices as possible were part of those conversations. What leadership do we need to give as an EC in order to strengthen organizing?
- In order for us to be able to Sunshine, in due course, a proposal that really highlights the needs of our faculty, what do we need to do? We should think about the next few months holistically so that we can prepare and support each other more and work together more. How can do more to support Chapter Chairs?
- We also need to distill faculty concerns: what's the core issue?
- Skyline faculty are energized and have some strong specific ideas about core issues. What can we learn about engaging faculty at the other two colleges?

Decisions/ To-do list

- The survey is both an information-gathering tool and an organizing tool. We should not have members complete the survey anonymously. If they put their names on, then we can follow up with them.
- We agreed that we are ready to write the survey questions and plan the October Flex Day event.
- For Flex Day we have to plan 90 minutes. It's a fully zoom event.
- Many agreed that having another contract forum at Flex Day sounds like a good idea.
- Chairs and Presidents will lead the session.
- Survey team: Camille, Rika, Doniella, Tamara, Monica, Joaquin

i. Flex Day Forum

ii Contract Survey

iii. Articles Committees

iv. Sunshine vote

*Communication lead appointment (Rika), 3:55-4:05

- We need somebody to do graphics, messaging; right now, this is all done in an ad-hoc way. At this point, we need to designate a person or two people to take on this role.
- Doniella said it's important that these people be EC members because this is our official EC messaging.
- Rika said she has two names: Andrea Fuentes and Camille Kaslan. She moved that these names be approved as communication leads. There is no compensation for this position. This is voluntary. Camille emphasized that the communications leads won't do all the actual graphics, messages; rather, they lead and coordinate. Rank and file members can also join the team.
- Cassie said she's quite good with social media, and she's willing to do it for AFT 1493.
- Motion to approve Camille Kaslan and Andrea Fuentes as Communications Leads passes by unanimous vote.

* Trustee Endorsement for District 1: Discuss and vote on the endorsement of District 1 Board of Trustees candidate (Tamara), 4:05-4:25

Option 1: The local does not endorse either candidate

Option 2: The local endorses Lisa Petrides

Option 3: The local endorses Keith Holden

Option 4: The local endorses both candidates

- Option 3 passes with 7.5 votes; Option 1 gets 5.5 votes
- Options 2 and 4 get zero votes.

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

- Rika said we will start interviewing for ED position as early as next week.
- Teeka said that CSM is in chaos re: student surveys as part of eval process. Our union needs to send a unified message to HR.
- Monica: State Council of CFT is meeting this weekend. We should pay attention to two important resolutions. One resolution calls for enforcement of full compliance with 50%

law; another resolution calls for analysis of AB 705/ 1705 data and, following that analysis, relevant action including, if need be, legislative action.

Closed Session, 4:30-5:00

The Closed Session item is for EC members only. All faculty are encouraged to attend and participate in AFT meetings up to the beginning of Closed Session.

Results of votes taken in closed session:

- EC voted unanimously to offer all three of our candidates (Althea Kippes, Gil Perez, and Luis Zuniga) positions as negotiators. The initial term will be one year. Each negotiator will get three units of release time.
- EC voted to approve one unit of release time for the editor of *The Advocate* for Spring 2025. We had nine votes in favor and one vote against.