

Minutes Adopted December 11, 2024

AFT Local 1493 November Membership Meeting

Wednesday, Nov 13, 2024 2:30-4:30 p.m. (Closed Session to follow 4:30-5) **NOW MULTIMODAL!**

Join us in person at CSM 18-207 or on Zoom at bit.ly/aft1493mm

Facilitator (for in-person discussion): Steve Lehigh

Facilitator (for Zoom discussion): Steve Lehigh

*Action item

Executive Committee Members Attending:

Rika Yonemura-Fabian, Jessica Sliver-Sharp, Keira Travis, Steven Leheigh, Monica Malamud, Doniella Maher, Teeka James, Andrea Fuentes, Maggie de Vera, Gil Perez, Luis Zuniga, Camille Kaslan, Jennifer Van Sijil, Althea Kippes, Evan Kaiser, Joaquin Rivera, Mick Song

Members Attending:

Roger Lohmann, Cindy Moss, Don Uy-Barreta, Hellen Zhang, Lori Slicton, Mandy Lucas, Marc Gottlieb, Terri Hannon, Nick DeMello, Radni Pirehabdollahkandi

Welcome, 2:30-2:35

*Approval of Oct 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

- Lori Slicton made a statement about the importance of standing up for the rights of people with disabilities. Project 2025 is a threat. We have very little in the California Ed

Code to guarantee rights that may be threatened when the new administration comes into power on the federal level.

*Appointments, 2:50-2:55

a. Skyline Organizer

- Nominating Mandy Lucas, Skyline Counselor
- Approved by unanimous vote

b. Skyline Adjunct rep

- Nominating Diane Jones, Skyline Art
- Approved by unanimous vote

*Contract campaign (Joaquin, Jessica, Rika, Doniella), 2:55-3:50

What does the bargaining survey tell us? Review of the survey results

- Rika made a slide presentation with detailed numbers.

Key events up to Contract Sunshine at December 11th Board Meeting

- November: List of demands created, EC votes; article committees formed
- December: Sunshine at board meeting, 12/11
- January: Proposals written; negotiators and article committees work together to create proposals.
- We must provide an opportunity for public comment at a subsequent board meeting; this would happen at the January board meeting.
- We will also hold a Flex Event on January 9 Flex Day.
- The January board meeting is January 29. That's the same day as our EC retreat.
- EC voted re: plans for steps to take in January. Plans approved by unanimous vote.

Articles Committee formation and timeline

- Article committees may create some efficiency in our progress toward a contract.
- In our last cycle we did have faculty involved in proposing language for evaluation guidance, so what we're planning to do in this cycle is not entirely new for us.
- Article committees participate in research for the drafting of articles. They need to look at Ed Code and our district budget, among other things. Committee members also participate in drafting of articles' language and, as much as possible, they are present during bargaining sessions.
- We will have a new Executive Director for AFT 1493 as of December 9.
- Jessica shared an Articles Committee timeline.

Contract Action Team kickoff

- Coming soon

*Academic Calendar AY 2028-29 (Joaquin), 3:50-4:00

- EC members have seen the draft, and Chairs have sent the draft out for feedback from members.
- Have members offered feedback?
- Camille said the only feedback she has received is the opinion that we should move to a compressed calendar. Academic senates are addressing this possibility.
- Monica said that if we did decide to do a compressed calendar, we wouldn't be able to implement it by 2028.
- Draft Calendar for AY 2028-29 approved by unanimous vote.

PT issues: health insurance (Jessica), 4:05-4:15

- Jessica offered an update on the rollout of PT healthcare.
- This was our first year with district-sponsored healthcare for PT faculty. This is in an MOU.
- We thought it would be rolled out at the same time as the FT open enrollment, but it rolled out late, and PT faculty had only 11 days to enroll.
- The district's communication was confusing in that they sent a message to all faculty that really was only applicable to FT faculty. It included a lot of benefits for which PT faculty are not eligible.
- Then PT faculty who enrolled in the district plan got a message saying that coverage would start Jan. 1, but it was supposed to start November 1.
- We have had some confusion about qualifying events.
- Members who join our district insurance become ineligible for Covered California subsidies. Members who had been on a Covered California plan and subsequently join our district plan also lose vision and dental coverage.
- Members have told us that they hope the union will advocate for appropriate coverage for vision and dental for PT faculty; a member spoke up in the meeting to make this point.
- Many have noted that even for FT faculty the Delta Dental coverage is terrible. There is a big problem with Delta Dental statewide. The main problem is that many dentists don't accept Delta because Delta is slow to process claims, and they don't reimburse at market rate.

Student Interns for Spring (Rika), 4:15-4:25

- The last 2-3 years we've had student interns. It's a great way to engage students who are interested in learning about labor issues.

- Do we want to do this again for spring?
- Doniella said we should re-launch the internships next fall because of the timing of the new Executive Director's start date. Also, a lot of us will be busy working on CAT.
- Jessica said maybe we could have a compressed internship March-May.
- Rika said a short timeline (one semester) was a problem last time.
- Doniella said we could solicit applications in the spring and have the interns start in the fall.
- Steve asked whether we should still have scholarships for the spring even if we don't have internships.

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

- Teeka said she is concerned about DACA students: what will happen to them under the new federal administration? Could we create a legal defense support fund or host a legal clinic. What else could we do to support these students?
- Doniella said the first step should be to reach out to the Dream Centers; we should coordinate with the Dream Centers rather than operating on our own.
- At Skyline there's a scholarship for emergency needs that may have gone dormant.
- Althea said her group at Cañada would like to do an immigration law clinic. They also partner with the San Mateo Bar Association. It would be nice if people reached out to Althea's group because they already have a lot of partnerships in place.
- Rika said we need a game plan. We should agendaize this for the December meeting.
- Jessica made a public comment about DPGC: In December we'll need to vote yes, no or yes with reservations on two policies around the role of DPGC in participatory governance, expanding that role to be able to vote for both Board APs and BPs—right now it's just BP's—and also to consider counteracting a new process where the Board has taken almost all of the information out of each BP, which we do vote on, and put it into AP's, which we currently don't vote on. This new practice greatly minimizes the employee voice. Also the way DPGC has done it is not by crossing out language they want to strike—in a way that would let us see what's gone missing—but instead just moving that information from the BP into the AP. This is not transparent and it's a break with past practice.
- Steve noted that the class climate surveys are entirely faulty in this cycle of faculty evaluations. Layout and structure are a mess. Results are basically unusable.

Closed Session, 4:30-5:00