

Minutes Adopted: February 12, 2025

## AFT 1493 December 2024 Membership Meeting

**Wednesday, December 11, 2024, 2:30-4:30 p.m.** (Closed Session to follow 4:30-5)

Join us in person at Skyline (5-134) and on Zoom at [bit.ly/aft1493mm](https://bit.ly/aft1493mm)

Facilitator (for in-person discussion): Salumeh Eslamieh

Facilitator (for Zoom discussion): Salumeh Eslamieh

\*Action item

### Executive Committee Members Attending:

Rika Yonemura-Fabian, Tamara Perkins, Jessica Silver-Sharp, Keira Travis, Steven Lehigh, Camille Kaslan, Mick Song, Evan Kaiser, Monica Malamud, Doniella Maher, Salumeh Eslamieh, Teeka James, Cassie Begley, Diane Jones, Joaquin Rivera, Andrea Fuentes, Jacqueline Escobar, Luis Zuniga, Althea Kippes, Jennifer van Sijll, Chet Lexvold (Executive Director)

### Members Attending:

Nadia Biglari, Sam Abboud, Richard Shulke, Evelyn Morataya, Julia Johnson, Michael Hoffman, Kamran Eftakari, Lori Slicton, Nick DeMello, Kolo Wamba, Nathan Jones, John Perez, Marc Gottlieb, Lucia Lachmayr, Adriana Aguilar, Danielle Pelletier, Elinor Westfold, Rachel Cunningham, Elna Murcia-Cordoba, Sunil Shah, Hyla Lacefield, Zhanna Kotsishevskaya

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

### Approval of November 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), 2:40-2:50

- Jessica read a comment submitted by member Vera Quijano, who made a point about bad timing of Websmart and Banner planned outages. The comment will also be read at the board meeting tonight. The planned December 13-15, 2024, outage will interfere with timely submission of grades and other end-of-semester matters. How can we meet our

“students first” mandate when we have to deal with these obstacles to inputting and accessing crucial student information?

## Introduction of new Executive Director (Tamara), 2:50-2:55

- Chet Lexvold is the new Executive Director of our local. He started on December 9.
- Chet worked as an organizer with Democratic Socialists of America.
- He is also a licensed attorney.
- He has taught federal employees how to use technology for legal research.
- He was active in the Free Preschool campaign in South San Francisco.

## \*Organizing timeline up to 2/7 first negotiations session (Doniella and Rika), 2:55-3:40

### a. Sunshine statement presentation 12/11

- Rika shared the list of articles and appendices we plan to negotiate. We also plan to bargain on PT benefits.
- Sunshining is really for the public: it creates an opportunity for public comment.
- Key dates: 12/11/24 (sunshine), 1/9/25 (Flex session), 1/29/25 (Board Meeting), 2/7/25 (first negotiations)
- The Flex session could be a work day for the people who have signed up to work on article committees. The first half hour might be for a broader audience: announcement of plans, etc.
- Teeka made the point that the goal of the session needs to be very clear to members.
- Camille said the main purpose should be to make people hyper aware of what it means to work on an article committee. What she has in mind is a brainstorming and orientation session.
- We could also do tabling on 1/10/25 (College Flex). The purpose would be to raise members' awareness of the timeline for the negotiation process.
- One important purpose of the activities on 1/9/25 and 1/10/25 would be to get people to plan to come out to the Board Action on 1/29/25.

### b. We plan on a Board Action on 1/29/25. What do we do?

- This can send a signal to the district, and it can also be a unifying moment for members
- Our presence at the board meeting on 1/29/25 will raise visibility of the start of the contract negotiation process.

- EC voted re: the nature of the mobilization effort leading up to the 1/29/25 meeting.

### c. Contract action team (CAT) formation

- We agreed to kick this off on 1/9/25 Flex Day.
- Organizers should reach out to Chapter Chairs to get a strong skeleton formed for CAT.
- Mandy Lucas is the lead for CAT.
- Teeka said we should protect new organizers from being overloaded.
- Michael Hoffman said he would help Mandy and the team.

## \*Articles Committee (Camille, Jessica, Mandy), 3:40-4:10

### a. Which articles have a committee? List of committees

- We have ten committees outlined. Jessica went over this material.
- The largest committees will each need more than 2 reps. For the others, 2 reps could be ok.
- Jessica shared a list of members who have signed up to serve on the committees.
- EC members who are serving on the article committees should in most cases lead the committees. This is not a hierarchical thing; it's just a matter of keeping things moving and keeping records. Leaders of the committees will be accountable for forward movement and record keeping.
- Jessica called for self-nominations for committee leads. We need to follow up on this matter after the winter break.

### b. Procedures of the work of the committees

- Camille presented slides. She explained that we will need constant communication between article committees, EC, and negotiators. Committees submit meeting summary; ED compiles Master Report for EC; EC reviews Master Reports; Articles with tolerances are sent by EC to negotiations team; following bargaining sessions, negotiations team drafts short Bargaining Reports; EC responds to Bargaining Report and alerts Article Committees via their spokespeople
- Camille also outlined micro organization, the structure of Article Committees. One important point is that committee spokespeople have to be available for every article committee meeting session in January and February (2025).
- Articles Spokespeople facilitate meetings via guided completion of the Article Committee Workbook. The workbook is prepared and approved by EC. The point

of the workbook is that it universalizes action items and minimizes workload of AC (Article Committee) members.

- The committee workbook will be developed and live in a google workspace which will include relevant sections of Ed Code, other local contracts, draft calendar, key contacts, set of meeting of guidelines, and a meeting summary form. The meeting summary form, prepared by committee spokespeople, covers: objective, work done, resolutions, questions, and conflicts.
- Doniella raised a question about whether this level of structure might be overwhelming and Camille clarified its purpose.
- Jessica made a motion to vote on the process Camille outlined. Salumeh seconded. Motion approved by unanimous vote.

c. What topic(s) should be prepared first?

- People doing the current negotiations training will have good input to offer soon.
- We had to move some of this discussion to closed session due to time constraints.

d. Create a work team for Flex Day

- Camille and Michael Hoffman were nominated. Michael said he was going to be out of town. Nadia offered to replace Michael. Rika agreed to help with planning, but not facilitation. Jennifer also offered to help.

## The Advocate (Jessica), 4:10-4:20

- The first edition of the new advocate is up on our website.
- Jessica solicited ideas for articles, and Teeka suggested that someone should write an article on the new article committee structures. The February 2025 issue will focus on negotiations.
- Jessica also wants volunteers for writing and editing.
- Lori complimented Jessica for doing a good job on the issue. She emphasized the importance of this publication in terms of creating and strengthening inter-campus connections among faculty.

## \*AFT appointments (standing item) (Rika), 4:20-4:25

Tamara made a motion to appoint Jessica as an organizer for Cañada.

- We had some discussion about how our attempted appointment for this position over the summer fell through.
- Motion to appoint Jessica Silver-Sharp as organizer for Cañada passes with 12 votes in favor and one abstention.

## Comments by EC members on non-agenda items, 4:25-4:30

- Jessica made a report on behalf of AFT's Campus Health and Safety Reps. CSM is the third of our campuses charged with revising their committee charge, and Beth LaRochelle has been part of that work. They have decided to adopt language which Skyline's committee passed back in 2021. They are doing good work to establish better communication channels with their campus to convey safety information under Gerardo Ramirez (new VPAS). A remaining problem is that there is still a big disconnect between the purpose/charges of the committees, which are not really operational tasks, and our contract article 16, which charges the committees with the power to investigate faculty safety complaints. Lastly, AFT just learned that the District's new Workplace Violence Prevention Plan as required by SB 553 has been published as a 22 page plan. However, the Keenan safety training videos we're required to complete do not direct employees to this plan, and the District has not yet shared the plan with all campus constituents nor collected nor considered the feedback on that plan from the employees and students it is meant to protect. Jessica expects that the Cañada Safety committee will take up this work early in 2025.
- Tamara said Rika deserves additional units (just for this year) because she has had to do extra work due to our loss of AFT's Executive Director in September. Rika has really gone above and beyond.

## 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.