

Minutes Adopted: March 12, 2025

## AFT Local 1493 February 2025 Membership Meeting **Wednesday, Feb 12, 2:30-4:30 p.m. (Closed Session to follow)**

On Zoom at [bit.ly/aft1493mm](https://bit.ly/aft1493mm) (In-person option canceled due to power outage at CSM Campus)

Facilitator (for Zoom discussion): Salumeh Eslamieh

Timekeeper: Doniella Maher

### Executive Committee Members Attending:

Rika Yonemura-Fabian, Tamara Perkins, Jessica Silver-Sharp, Steven Lehigh, Keira Travis, Camille Kaslan, Gil Perez, Salumeh Eslamieh, Teeka James, Jacqueline Escobar, Doniella Maher, Maggie de Vera, Dianne Jones, Monica Malamud, Luis Zuniga, Althea Kippes, Jennifer Van Sijill, Mandy Lucas, Chet Lexvold (Executive Director)

### Members Attending:

Mike Castillo, Stephen Fredricks, Donna McCabe, Katie Hern, Elinor Westfold, Elisha Polomski, Geoff Balton, Jesse Raskin, John Perez, Kolo Wamba, Lia Thomas, Malori Redman, Marc Gottlieb, Sara Dykes, Sumathi Shankar, Kenyatta Weathersby, Myla Guevarra, Kim Roderick, Dega Teclerariam, Nadia Biglari

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

**\*Approval of December Membership Meeting minutes, 2:35-2:37  
(Keira)**

Approved

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

- Jessica read a statement from Lori Slicton. Lori wanted to share impressions she got from observing negotiations. Randy Erickson was not there; the lawyer who was leading

things on the district's side was Ellen Wu. But that change didn't seem to mean that the district had learned anything. The district wanted to impose 19 ground rules for negotiation: too many rules, and some of them were unreasonable. We have a long road ahead.

- John Perez spoke about public safety. He was involved in an incident at Cañada that was very scary for him and also for his students. He's hoping that the union can follow up. A student threatened his life, and he found the district's response to be unacceptably feeble ("We have protocols in place, etc.")

### \*Appointments, 2:45-2:50 (Rika)

- a. CSM Chair: Gil Perez
- b. CSM Safety Committee (CSM): Kristy Baird
- c. Calendar committee: Monica Malamud
- d. Skyline eval committee rep: Mick Song (Revised: Rika Yonemura-Fabian)

- Doniella said that in the past we had decided that it was better for the evaluation committee rep not to be the grievance officer. Also, Mick is already the chapter chair, so that's a lot. Faculty should have another point of contact.
- Monica said that Doniella brings up a valid concern, but unless we have someone else who's willing, we should go ahead with this appointment as a temporary or interim appointment.
- Kolo said Mick is swamped because there are quite a lot of evaluation issues at Skyline.
- Rika offered to fill the position temporarily.

EC voted unanimously to approve the appointments of Gil Perez, Kristy Baird, Monica Malamud, and Rika Yonemura-Fabian to the positions listed above.

### Negotiations report, 2:50-3:00 (Negotiations Team)

Negotiations team reports back on the 2/7/25 bargaining session.

- Monica reported that the district team wasn't ready to negotiate specific proposals; they spent the whole time on introductions and ground rules.
- They wanted a written answer on ground rules. AFT struck out items we did not agree with. We presented the marked-up document as a counter. The matter was not settled at the end of the session.
- This was not a wonderful start. The district's chief negotiator was quite aggressive.

- The next session is scheduled for next Friday.
- Our CFT training teaches us that ground rules tend to work in favor of the district. We had tried to establish a shorter list of ground rules. We thought we had set a reasonable, limited list of ground rules in advance of this session. It's not surprising, but it is disappointing that the district wanted to hit us with a long list of ground rules.
- Examples of rules the district wants that we don't: They want us not to report to our members what happened at each session, and they want to limit the number of AFT people present (limit observers).
- Camille emphasized that 19 ground rules is an excessive list. Camille said it's bad that the district wants to impede our open communication with members.

**\*Contract proposals discussion, 3:00-3:50 (Article Committee leads: Tamara Perkins, Jessica Silver-Sharp, Jesse Raskin, Camille Kaslan)**

a. Compensation (10)

- The committee presented ideas re: pay increase, different ways of structuring pay.
- The committee responded to questions re: differences between contractual obligations of teaching faculty and contractual obligations of counseling faculty.
- Some members of EC emphasized the importance of factoring in the impacts on counselors of any proposed changes in ways of calculating workload and structuring pay.

b. Load (20)

- The committee presented ideas re: different ways of calculating load.
- The committee emphasized that overload should be very explicitly defined. The current contract has a +/- range, which is applied differently in different divisions.

c. Proposal to create Task Force to study ancillary work related to part-time faculty assignments (15)

- Academic senate should be counted as ancillary work, not counted toward 67%. This part of Ed code is being inconsistently applied throughout the district.
- Also, some Deans are not allowing PT faculty to do load balancing. Some are being strict about applying the 67% rule to each individual semester.
- A couple of other unions in the state have shared with us some language we could use re: ancillary duties for adjuncts.

- Tamara proposed the creation of a task force to study this topic in order fully to understand impacts of any changes.
- Some folks at CFT are doing research on this topic as well.

#### d. Structure of part-time faculty issues throughout contract (5)

- We want to reorganize contract language to support equity and faculty unity.

### Organizing report & engagement, 3:50-4:05 (Mandy and Jessica)

Organizers share upcoming membership events and how to get involved with your union

- Mandy and Jessica are serving as organizers.
- We have an organizing grant from CFT.
- Mandy is the lead organizer, and also she is representing Skyline.
- Jessica is representing Cañada.
- We would love to hear from someone willing to lead organizing at CSM.
- Jessica reported that we had a social event on 1/29/25. We made signs to bring to the board room. Then we marched over to the board meeting and made our presence known. Luis Zuniga spoke for AFT at the board meeting.
- Elinor made dessert. Dianne took photos.
- We are building our people power, and helping colleagues to connect.
- Mandy will be hosting socials at Skyline once a month.
- Jessica will be doing something similar at Cañada. Members can stay briefly or stay for the whole hour. Members can get updates on negotiations at these events and connect with colleagues. We're helping people come together with a common cause. These events are a great time/ place to get involved.
- The stronger we are in numbers, the more pressure we can put on the district to give us a fair contract.
- Mandy also encouraged members to sign up to observe negotiations.
- Rika emphasized that having observers at negotiations puts pressure on the district.
- Mandy also encouraged people to sign up to be stewards.
- Jessica talked about Hustle, which is our national union's mass texting system. CFT will be giving us training on how to use Hustle on 2/26/25 from 2-2:30 on zoom. Rank-and-file members are welcome to attend the training.
- Jessica gave a special welcome to Gil, who is starting as CSM Chapter Chair.

### Travel policies for members with care obligations, 4:05-4:10 (Rika)

- We are trying to get model policies from other locals around the state.
- The background on this item is that some of our officers who need to travel to CFT conventions (among other travel obligations) have childcare or eldercare obligations. We

want to have a clear policy on whether/ how we might use member dues to support officers who have those obligations.

### \*Undocumented/LGBTQ support for faculty and students, 4:10-4:20 (Camille and Rika)

- With the way things are going with the Trump administration, we have members of our community who are under direct threat.
- Rika and Camille have created a statement of solidarity.
- Rationale: It is our responsibility to resist oppression and support and protect students, colleagues, and community members.
- We affirm that we will amplify the voices of those who are marginalized.
- We are committed to building coalitions with community organizations and other labor organizations.
- We are not in a union just to get pay raises for ourselves.
- Doniella said the task force should decide what kinds of things we want to do alone and what kinds of things we want to do in partnership with the academic senate.
- An event is coming up on Sunday, 2/16/25. Camille shared a signup. Some of us will show up in our red shirts. The walk will start in San Mateo and end at San Francisco City Hall.

### District Participatory Governance Committee, 4:20-4:25 (Jessica)

- a. Establish practice for gathering faculty input
  - Jessica is AFT's designee on DPGC this year.
  - CSEA is regularly soliciting member feedback on changes to Board Policy. Do we want to do something similar? Right now we are not really getting feedback from our members. Teeka recommended collaborating with CSEA on creation of a document that then could go to members of both unions.
- b. AFT's response to new DPGC policy/procedures editing practices
  - CSEA has been trying for the last 4-5 months to get the district to go back to the old practice of showing changes in policies via red lines, etc. It's now hard to see what the changes are. 30 years of faculty input on policies is being lost as the district is trying to move a lot of Board Policies to Administrative Procedures.
  - How will we make headway on this issue? This needs to be an agenda item for a future meeting.
  - Monica and Teeka emphasized the importance of continuing to speak up on policies/ procedures. Monica said alliances with CSEA and students help.

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

- Jessica shared a statement from Andrea. We've started doing "Brief News" newsletters. We sent one in October using smore; it went out via outlook. Management could see it. We got a lot of clicks. We did it again in January, this time using Action Network which management cannot see. Then readership went down 90%. We will have to talk about this more at our next meeting.
- Jessica made a comment re: *The Advocate*. The next issue will come out around 2/24/25. She gave a preview of the contents of that issue. We had a great article a few years ago that showed admin salaries vs. faculty salaries. It may be time to run it again with updated numbers. If we do it, Jessica would like Steve's help.
- Gil won the National Counselors Association Counselor of the Year award. Rika made a statement congratulating him.

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

### Scheduling

Next meeting will be 4-5pm, 2/26/25

Negotiators meet 3-4pm on the same day