

Minutes Adopted: November 14, 2025

AFT Local 1493 Membership Meeting

Wednesday, Oct 1st, 2025 at 2:30-4:30 p.m.

Join us in person at Skyline 5-134 or on Zoom at bit.ly/aft1493mm

Facilitator: Teeka James

* Indicates Action Item

EC Members Attending:

Teeka James, Keira Travis, Gil Perez, Luis Zuniga, Rika Yonemura-Fabian, Jessica Silver-Sharp, Steven Lehigh, Camille Kaslan, Mick Song, Monica Malamud, Salumeh Eslamieh, Doniella Maher, Maggie de Vera, Dianne Jones, Chet Lexvold (Executive Director)

Members Attending:

Ben Feldman, Lucia Lachmayr, Lee Miller, Nick DeMello, Terri Hannon, Sumathi Shankar, David Lau, Lori Slicton, Lia Thomas, Marc Gottlieb, Meredith Lanska, Michael Vargas, Kenyatta Weathersby, Katie Manbachi, Tatiana Irwin, Richard Shulke, Ronda Wimmer, Aricka Bueno, Kenny Gonzales, Kristina Brower, Lezlee Inman, Mandy Lucas, Althea Kippes, Myla Guevarra, Tamara Taefu, Terri Hannon, Vincent Kang, Kamran Eftakari, Jesenia Diaz, Virginia Medrano, Sandhya Patlola, Johnny León

Welcome, 2:30-2:35

Approval of Sep minutes, 2:35-2:40 (Keira)

- Approved by unanimous vote

Comments by AFT members (non-EC members) on non-agenda items, 2 minutes per person~2:50

- Kenny Gonzalez said he will present to the Academic Senate an update about the Dual Enrollment faculty evaluation. He's wondering: Is the process clear? Are faculty being compensated for the work of evaluation? He said he has a sense that people are being compensated only for mileage, not for the work of dual enrollment evaluation.

Negotiations updates, 2:50-2:55 (Monica)

Quick summary of where we are in negotiations with short Q and A

- The district's latest offer on pay is Year 1: 2.75% increase for FT and non-instructional adjunct salary schedules, and 3.50% increase for all instructional adjunct salary schedules; Year 2: 2.75% / 3.25%; Year 3: 2.75% / 3.25%.
- The district has moved a little bit on medical benefits. They are now offering 100% on Kaiser single-person plans (no change) and 89% of Kaiser plan rate for couple and family coverage (up from 88%).
- There's a negotiation session scheduled for Friday of this week and two more sessions before the end of this month.
- The District negotiators say they are still not interested in negotiating re: academic freedom.

Flex Day Boycott updates, 2:55-3:15 (Chet)

Agenda for the rally at 11am at District office

- Chet shared an updated contract campaign calendar.
- We are one week away from our Flex Day boycott. This action constitutes an escalation of our campaign.
- We have already had people speak at Board of Trustees meetings. This has had only a bit of impact.
- Our Executive Committee voted for a full-day boycott of live District Flex Day programming.
- Full-Time faculty pay will be unaffected.
- Full-Time and Part-Time faculty can do asynchronous microcourses to earn Flex Credit they might otherwise have earned in person on this day.
- The District is trying to impose a 3rd mandatory Flex Day per year.
- Chancellor Moreno recently banned the union from presenting on Flex Day.
- We are holding a large and visible rally at the District Office on 10/8/2025.
- We are giving the following advice to members: Do not attend live Flex Day programming, and, if possible, attend the rally at the district office, 11am-1:30pm; 3401 CSM Drive, San Mateo.
- From 1:00-1:30pm we will do a Picket Line practice; this is a visible demonstration to the District of our readiness to strike. We are building our credible threat.

- Our members are engaged; our members are ready to take action.
- We're on track to get 100+ faculty at the rally; we also will have students, and media will be there.
- This Flex-Day action is a structure test for our strike readiness.
- We have been gaining pledges for Flex Day boycott. We have 746 AFT 1493 members: We have 258 pledges, roughly 29% of all faculty, 34% of AFT members. Our goal is 400 pledges by October 8, 2025. That means we need 142 more pledges; that's 28 per day.
- If we can meet this goal, we can publicly announce our readiness; this will give us power at the negotiating table.
- The stronger we are in getting pledges and getting people to show up to the rally, the likelier we are to get a good contract.
- Everyone in this meeting should sign the pledge if they haven't already.
- If everyone on the call also gets four other people to pledge, we will meet our goal.
- Luis reported that he has been walking the campuses. He encouraged all of us to talk to people in person.
- Luis also noted that the SF Symphony recently voted 99% to strike. They then settled their contract the day before the strike.
- No need to be secretive about the boycott at this point. The District is aware of it.

*October timeline, 3:15-3:45 (Rika, Monica, and Chet)

Major events regarding contract negotiations in October leading up to the last negotiations on 10/30/2025

- Rika went over our medium- and longer-term plans for escalation.
- Ellen Wu, the District's chief negotiator, will be in a trial after 10/30/2025. The District has said if we can't settle before 10/30, "we have to think about 'next steps.'"
- 10/9/2025: Contract Prioritization Survey Opens
- 10/15/2025: Board Action
- 10/29/2025: Informational Picket at Board meeting: this is the last time the board will hear from us before the last scheduled bargaining date.
- We will have one main thing happening all the time until at least the end of the semester.
- Right now, the thing is "sign the boycott pledge."
- Next, it's the boycott.
- Then it's the contract prioritization survey.
- AFSCME settled with 4%, 3%, 3%, plus a stipend in the first year (\$3000); they also got some kind of "me too" clause. AFSCME is the smallest of our three unions.
- CSEA is still joining forces with us for upcoming Board Actions, but they are not participating in our Flex Day boycott. It is a mandatory work day for them, so if they participated, it really would be a strike. They will show solidarity with us in some way at the rally.
- CSEA is asking for 5%, 5%, 5%. They are also asking for the "me too clause."

- The major sticking points in AFT's negotiations with the District are economic demands and academic freedom.

Possible steps after 10/30/2025

- We have two options after 10/30/2025, pre-impasse mediation, which is more informal, or impasse, filed through PERB (Public Employment Relations Board).
- We can declare an impasse on what is legally defined as "mandatory subjects for bargaining," which include economic issues but exclude academic freedom.
- Right after the prioritization survey, we will start collecting "count-on-me" cards for strike readiness.

*AI, labor and data security, 3:45-4:05 (Katie Manbachi and Tatiana Irwin)

- We have seen OpenAI partnering with AFT for teacher training and OpenAI partnering with Instructure—both in July 2025.
- AI may be a threat in terms of labor intensification, job loss, and privacy loss.
- Data governance, automation of work, and academic freedom: Katie and Tatiana want to see guidelines covering these three areas.
- Instructure's AI privacy policy is important. We have concerns about student privacy. Third parties may have access—potentially including the State Department.
- Might we find alternative technologies, including encrypted options?
- Tatiana addressed issues related to automation. We need to consider: what are the goals of the companies we're contracting with? Mark Andriessen is enthusiastic about the potential of automation to drive down wages.
- AGI is the goal for most AI companies.
- We need to make sure we are monitoring the enforcement of rules we already have for the protection of faculty and students.
- Who are we paying subscriptions to? Who are we taking money from?
- Academic freedom involves informed choice. Many of us don't have the information we need. We should learn how these tools work. We need more education on AI.
- The large-scale motion or ask is for a task force to engage critically around the companies and technologies that SMCCD is working with.
- Doniella suggested that this task force should also learn about energy use.
- Data surveillance and intellectual property infractions: these companies have been involved in disaster capitalism, etc.
- Monica reported on a CFT resolution that is critical of what national AFT did in terms of the partnership with Open AI. The resolution will be going to the state council meeting this month.
- Teeka said going forward we and our students need an opt-out option when it comes to AI—including Canvas, otter ai on zoom, etc.
- Luis said he too had big privacy concerns about online classes.

- Teeka put forth a proposition: AFT 1493 will participate in a task force on AI to be created in concert with other faculty; we will be as inclusive as possible.
- Rika seconded.
- Motion passed by unanimous vote.
- Rika or Chet will follow up via email soliciting participation of members.
- Doniella: Where does the task force send its recommendations?
- Monica: Let the task force decide.
- Luis said this task force will create relevant material for an article committee in the next negotiations cycle.

*Academic Calendar 2029-2030, 4:05-4:15 (Monica)

- EC voted to recommend a change to the proposed calendar. We want to start earlier in August (August 13 and 14 Flex Days; classes begin August 15). Our reason is that the proposed calendar has made winter break too short.

Appointments (standing item), 4:15-4:20 (Rika)

- none

Comment by EC members on non-agenda items, 4:20-4:30

- Jessica commented that the District is requesting legally required employee feedback on their workplace violence prevention plan and that AFT succeeded in getting the feedback deadline extended; AFT also was able to extend part-timers' healthcare open enrollment period from two weeks to three. Single payer Kaiser HMO plan remains free through 2026. *The Advocate* will be published in a few days. Anyone can write a Letter to the Editor at any time.
- Doniella: The week after Flex Day is undocumented Student Success Week. Showing support for that effort is a great way to show you're supporting undocumented students.

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 the Closed Session.