

Minutes Adopted: December 12, 2025

# AFT Local 1493 Membership Meeting

**Wednesday, November 12, 2025, 2:30-4:30 p.m.** (Closed Session to follow 4:30-5:00)

Join us in person at Cañada College Building 3-117 or on Zoom at [bit.ly/aft1493mm](https://bit.ly/aft1493mm)

Facilitator: Doniella Maher

## EC Members Attending:

Rika Yonemura-Fabian, Doniella Maher, Teeka James, Camille Kaslan, Jessica Silver-Sharp, Keira Travis, Steven Lehigh, Monica Malamud, Gil Perez, Luis Zuñiga, Salumeh Eslamieh, Dianne Jones, Mick Song, Andrea Fuentes, Jacqueline Escobar, Chet Lexvold (Executive Director)

## Members Attending:

Ben Feldman, Skip Walker, Elinor Westfold, Tatiana Irwin, Lori Slicton, Althea Kippes, Marc Gottlieb, Juan Roman, Geoff Balton, Kim Rodriguez, Meredith Lanska, Sarah Artha Negara, Alex Wong, Lee Miller, Roger Lohmann, Abi Bautista, Rachel Bell, Malori Redman, Myla Guevarra, Terri Hannon, Sean Westmoreland, David Lau, Julian Taylor, René Anderson, Angela Gibson, Janelle Reza, Ronda Wimmer, John Perez, Alexis Delevett, Adriana Lugo, Alberto Santellan, Allison Hughes, Michael Hoffman, Andy Murillo, Lucia Lachmayr, Dan Ghiorso, Adri Johnston, Elna Murica Cordoba

## Guest:

Brian Greene (from Columbia College, Yosemite Community College District)

## Welcome, 2:30-2:35

## Approval of Oct Meeting minutes (Keira), 2:35-2:40

- Not approved because EC had not reached quorum by 2:40.
- EC will vote on these minutes over email.

## Comments by AFT members (non-EC members) on non-agenda items (2 minutes per person), 2:40-2:50

- None

## Building strike readiness (Chet, Camille, Ben Feldman), 2:50-3:50

- a. What is Impasse and what does it mean to us? Why is strike readiness vital now?
  - Chet explained what “impasse” means. It’s a legal determination made by PERB. It means that further negotiations between the parties would be futile. In effect, an impasse is a stalemate.
  - We will be assigned a mediator. A mediator is a neutral third party who acts as a go-between to help the parties reach a settlement.
  - Mediation is confidential, which means we will not be able to give our members updates on the progress of mediation during this process.
  - Fact-finding follows mediation if the parties still cannot reach an agreement.
  - There would be a three-member fact-finding panel. Parties would submit documents supporting their positions to the panel. The panel has subpoena power and makes non-binding advisory recommendations.
  - After the impasse process ends, faculty have the legal right to strike.
  - After fact finding, the District can’t impose worse than their “last best offer.”
  - On 11/5/2025, PERB declared we are at an impasse.
  - On 11/12/2025, PERB appointed a mediator, who will contact the parties to schedule a mediation session.
  - The impasse timeline is fluid, but Chet estimates that we’ll be in mediation from around 11/17/2025-12/5/2025. Mediation could continue 12/5/2025-12/19/2025.
  - From January to March 2026, we could continue with mediation, then fact finding if mediation stalls.
  - Our last proposal was 6% annual raises (approx); the District offer was approximately 3% annual raises.
  - Health insurance: Us: 92% of Kaiser 2-person/ family; vs. Them: 89% of Kaiser
  - Dental: \$4000 vs \$2000
  - The District refused to bargain on academic freedom. Academic freedom is not a mandatory topic for bargaining; we cannot force them to bargain on this topic during impasse. The Bay Faculty Association is circulating a letter for Bay 10 community colleges to sign in support of our position.

a. What does strike bring to faculty? Ben and Yosemite CC union chief negotiator Brian Greene sharing about their strike experiences

- Ben reported on his experience with going on strike when he worked at CSU East Bay.
- When we look at all the California higher education faculty strikes of the last several years, we can see that all the strikes have worked. The average strike length has been 5 days. Community college strikes have tended to be shorter.
- Students have been very supportive.
- Brian Greene from Columbia College, which is part of the Yosemite Community College District, came to speak. He reported on the strike the faculty there held in 2018. The main point of contention was pay. They had a 2-day strike in November of 2018. The District thought the faculty were bluffing. The District was surprised; faculty were unified. They had very high faculty participation in the strike vote and the strike itself.
- To this day, faculty talk about what a unifying experience the strike was.
- After the 2-day strike, the parties went back to the table, but they didn't make much progress. The faculty planned a second strike, which would have been held in January 2019, but the District capitulated on Christmas Eve.
- After this event, the Yosemite CCD instituted automatic yearly pay increases. It's not a perfect system; faculty end up with a lag of about a year between actual cost of living increases and pay increases, but faculty are generally happy with the model.
- They also achieved "compression" of their salary schedule. This means they have no stagnation zones in the schedule.
- Their district did dock 2 days' pay during the strike, but that move backfired; District officials "looked like jerks," and faculty got more riled up.
- The union did not have a strike fund.

a. What can you do to build strike readiness? (Count on me+ student petition)

- We are off to a great start toward our goal of achieving strike readiness through our "Count on Me" card campaign.
- Chet shared goals for Count on Me cards. We are ahead of schedule. We aim to contact all of our members by December 5, 2025.
- Chet showed what our Count on Me button will look like. People should wear the button every day.
- We are taking several steps to win public and student opinion.
- We will meet with local elected officials to get their support.
- We are organizing students.
- Two former Foothill students are helping us organize students.
- The students will sign a petition and write a letter to the Board of Trustees and Chancellor Moreno.
- As part of member education, we will continue to do "watercooler talks" over Zoom.

## AFT AI Taskforce (Tatiana Irwin, Michael Hoffman, Elly Westfold), 3:50-4:10

### a. Report back from their first meeting

- Tatiana reported that the first meeting was very successful. She also extended the invitation to other faculty to join. She would like to get more counselors, librarians, and instructional designers as the group is currently heavy on student-facing faculty.

### b. How do we proceed with AI protection language in our contract/MOU

- Most AI privacy policies raise concerns about whether we maintain ownership of our own intellectual property.
- We would like more transparency around tech companies we're contracting with, how much money the District is spending on tech, and what protections faculty have.
- We have some potential to defend ourselves around data privacy, IP, etc., via the DEAC (Distance Education Advisory Committee) MOU.

## CFT CTE State-wide committee report (Althea Kippes), 4:10-4:15

- Althea reported that CTE programs are not always getting the funds they're owed; funds get diverted to other things. In K-12, schools face similar problems. There's a funds approval process, but often additional roadblocks come up after funding has been approved. When the CFT CTE committee meets again, they will address what to do about the problem.

## PT Unemployment benefits (Jessica), 4:15-4:20

- Some adjuncts were able to sign up for District-sponsored health insurance last month.
- AFT was able to extend open enrollment by a week.
- Some part-time faculty still don't realize that they're eligible.
- If you lose your health insurance for any reason, that's considered a qualifying event, and you can sign up for District-sponsored health insurance.
- If you want to sign up, contact George Sampior, Jr. in HR.
- The day after the last day you worked this semester is the day to apply for unemployment benefits for Winter Break. AFT will hold a couple of unemployment application office hours in December. CFT is offering an unemployment webinar on 12/4/2025. This webinar will guide you through the whole filing process.

## Appointments (Rika), 4:20-4:22

### a. Safety Committee, AFT rep Skyline College

- Carl Lafata will become the second Health and Safety rep at Skyline. Approved by unanimous vote.

## Comments by EC members on non-agenda items (2 minutes per person), 4:22-4:30

- Doniella asked whether people liked the idea of meeting up for an end-of-year casual holiday gathering. Members expressed support. EC will plan/ organize.

## Closed Session

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.