

Minutes Adopted: February 3, 2026

AFT Local 1493 Membership Meeting

Wednesday, December 10, 2025, 2:30-4:00 p.m. (Closed Session to follow 4-4:30)

Join us in person at CSM room 18-206 or on Zoom at bit.ly/aft1493mm

Facilitator (for in-person discussion):

Facilitator (for Zoom discussion):

EC Members Attending:

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

Members Attending:

John Perez, Ben Feldman, David Lau, Susan Khan, Hellen Pacheco, Nadia Biglari, Beth LaRochelle, Adriana Zuno, Lee Miller, Terri Hannon, Marc Gottlieb, Nick DeMello, Sam Abboud, Lucia Lachmayr, Althea Kippes, Lori Slicton, Shulamit Hoffmann, Geoff Bolton, Nini Che, Fabian Santiago, Malori Redman, Abigail Bautista, Alberto Santellan, Andy Murillo, Gurutam Thockchom, Kin Mal, Kristina Bower, Laurie Buchholz, Michelle Brown, Myra Guevarra

Welcome, 2:30-2:35

Approval of November Meeting Minutes (Keira), 2:35-2:40

- Approved

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

- Kiran Malevade recommended a session scheduled for our upcoming January 9, 2026 Flex Day. It is about privilege and solidarity. Spread the word! Part of it involves Jen Myer doing a 2-part workshop (10am-noon).

Contract negotiations: Updates and information on impasse and strike pledges (Chet), 2:50-3:30

a. Updates on the impasse process

- Impasse involves mediation and fact-finding. Mediation is confidential.
- We have our first mediation session coming up on 1/12/2026.
- After the impasse process ends, faculty have a legal right to strike—which means the employer and any government entity would not be allowed to retaliate against us for striking.
- After fact-finding, the District can't impose worse than their last best offer.
- We can't legally go on strike re: academic freedom alone because academic freedom is not a mandatory subject for bargaining.

b. What members need to know as we go into impasse

- A credible threat of a strike helps our negotiation team get better offers from the District. This is why we're doing the Count on Me Campaign. This is how we gauge strike readiness.

c. Strike pledges updates

- We want huge buy-in from our members.
- Count-on-me captains: use the online form and/ or physical count-on-me cards. Give out count-on-me buttons and stickers. We will do phone banking on Friday, 12/12/2025 at 10:30am.
- We'll schedule more mass communication: emails, Hustle, etc.
- Nadia would like to be a count-on-me captain: reach out to her, send info! Ditto, David Lau—or, rather, he wants to help with phone banking.
- The more pledges we get, the stronger the line is that the negotiations team can take into impasse negotiation.
- What we get in contract negotiations is closely related to how well we organize.
- We've also been meeting with local elected officials. Noelia Corzo is fully supportive. We've also met with Diane Papan, Kevin Mullin, Josh Becker, David Canepa.
- Organizing students: 167 students have sent a letter to the Board and Chancellor.
- We discussed possible mediation strategies.
- Doniella suggested that we think of the January Flex days as an occasion for a big re-launch. We will hit the ground running.
- Teeka talked about how the 60% cut to the summer schedule at CSM will cost a lot of people work they've been counting on.
- Across all three colleges, we're hearing that reassigned time will be reduced.

DPGC (District Participatory Governance Council) Board Policy discussion (Jessica), 3:30-3:45

a. Copyright & Intellectual Property

- A faculty member has shared that the Digital Millennium Copyright Act has been omitted from consideration in the context of AP 3750 Use of Copyright Material, which governs the use of copyrighted content in digital formats, including online classes. There are several differences in educational use permissions in a brick-and-mortar classroom compared to an online synchronous or asynchronous class. As it stands, this AP is offering incomplete guidance and potential breach of copyright permissions, and needs to be revised.
- AFT's new AI task force has raised questions in connection with Canvas. Do we retain intellectual property rights to material that we publish on Canvas?

b. Registered Sex Offenders on campus

- [AP](#) & [BP 3516](#) are about registered sex offenders.
- We have a problem, in that we have a policy that says that sex offenders who may be required to do so should register with Public Safety, but when we've contacted our public safety offices, they've said there is no procedure.
- Not included in the AP/BP are considerations related to the fact that we have Middle College students who are minors in, for example, dance classes with sex offenders.
- Faculty usually don't know when they have sex offenders in their classes.
- Jessica asked for comments to inform revisions of the AP and BP.
- One faculty member said that she doesn't think that faculty should be policing students or enforcing legal structures. She doesn't want to know if there are students in the class who have committed crimes and paid the price. She said faculty should not have to take responsibility for the fact that minors have decided to take courses at a college. Colleges are adult spaces. She added that she thinks it's false that we could productively police this, and people have a right to live their lives after serving time.
- Someone else noted that we are aware of cases in which students come to the faculty member and say that they're scared of a classmate and feel they need to drop a class.
- Teeka said the real problem we need to address is that we have a policy the District isn't following, and we have no structure in place to enforce the policy.

- Another faculty member said she supports rehabilitation. We have students with criminal histories, and we offer something important: the students can go on to make contributions to society.
- A different faculty member emphasized that she thinks sex crimes are just entirely different from other crimes. She agreed, though, that she doesn't want to know if there are sex offenders in the class. She wants to be able to treat everyone fairly.
- Someone asked, don't sex offenders have to stay 100+ yards away from a school? Someone else responded that the laws had changed, and this protection does not apply to colleges
- Jessica explained that sex offenders' probation officers may not be aware that we have minors on campus, so they're approving the activity when their parolees want to take classes on our campus.

c. Time, Place, Manner

- In AP 3900, the Administration has proposed a new "optional" reservation system for public forums for students, faculty, and the public. One of the problems is that the reservation process, approved by the college president, is not transparent.
- Also, free speech in public forums is protected only if it doesn't "substantially disrupt the orderly operation..." Our lawyers say that "orderly operation" is an unconstitutional standard.
- Doniella says SFSU has a "free speech zone." She does not support having something like this because the point of such a zone is to funnel people into those specific places and out of the way.
- AFT's lawyer said the procedure must describe spaces that are considered public forums, and he suggested that faculty and students should be exempt from the new reservation process
 - DPGC meets again Feb 2, 2026; contact Jessica with any questions or comments.

*Academic Calendar 2029-2030 (Monica), 3:45-4:00

- AFT has already reviewed a version of this calendar; we objected because the winter break in the draft was too short.
- After this, the draft went to the Academic Senate; the Senate agreed with AFT. Now we have a new draft to consider. In the new version, the semester starts earlier—August 13. This calendar also has only one beginning-of-semester Flex Day for Spring. We still have 2 Flex Days at the beginning of Fall. In this version, we would have two mid-semester Flex Days in Spring.
- According to our contract, Mandatory Flex Days are determined when the contract is approved. We have not been doing that. Monica thinks it should be clear well in advance which Flex Days are mandatory. She would recommend that, in this case, April 18, 2030 be the required Flex Day in Spring 2030.

- Doniella said that she thinks that in the past, we were not unified in support for more mid-semester Flex Days.
- Monica said she doesn't recall that we were ever pushed to have more mid-semester Flex Days.
- August 14, 2029 and April 18, 2030 are AFT's proposed mandatory Flex Days for this calendar.
- EC voted unanimously to approve this latest version of the 2029-2030 calendar.

Comments by EC members on non-agenda items, 4:00-4:05 (2 minutes per person)

- Steve raised the issue of a mandatory Keenan training that we seem to be required to do over winter break.
- Jessica noted that for two years, AFT has been requesting that HR include information in their messaging about how PT faculty can get paid to do the Keenan training, but HR still has not done so.
- Jessica noted that Cañada Marketing Dept. has circulated a mailer advertising to the public that the college has a 14:1 student-to-faculty ratio. 14 is below the class-cancellation threshold. So how does the boast of the 14:1 ratio make sense in this context? AFT should address this with the Cañada administration.
- Chet: We have crossed a critical threshold of count-on-me commitments. We have momentum, and we will keep getting more signatures.

Closed Session, 4:05-4:35

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.