

Minutes Adopted: March 11, 2026

AFT Local 1493 February 2026 Membership Meeting

Wednesday, February 11, 2026 2:30-4:30 p.m. (Closed Session to follow)

Join us in person at Cañada Building 9-154 or on Zoom at

<http://bit.ly/aft1493mm>

*Action Item

EC Members Attending:

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

Members Attending:

Nadia Biglari, Jenna French, David Eck, Jaime Barajas, Kristina Brower, Abigail Bautista, Adri Johnston, Adriana Lugo, Alexis Delevett, Althea T. Kippes, Andy Murillo, Angela Serrano, Anjana Joshi, Attila Elteto, B. Feldman, Daniel Palladino, David Lau, Diana Tedone-Goldstone, Donna McCabe, Elisha Polomski, Elly Westfold, Evan Kaiser, Geoffrey Balton, Gil Perez, Gina Palmer, Hellen Pacheco, Jackie Santizo, Jennifer De La Cruz, Jesse Marinero, Jessica Truglio, Johnny Leon, John Perez, Joyce Lee, Julia Johnson, Julie Carey, Julieth Diaz Benitez, Kenny Gonzalez, Kim Roderick, Kinza Tariq, Kwame Thomas, Laurie Buchholz, Lee Miller, Lia Thomas, Lucia Lachmayr, Lucy Jovel, Malathi Iyengar, Malori Redman, Mandy Lucas, Marc Gottlieb, Melissa Matthews, Meredith Lanska, Michael Hoffman, Mike Noonan, Mohammed Akhoirshida, Myla Guevarra, Nada Nekrep, Nate Nevado, Nick DeMello, Nina Che, Rachel Cunningham, Rafael Rivera, Richard Schulke, Ritu Malhotra, Rocio Aguilar Pedroza, Ronda Wimmer, Susan Khan, Suzanne Poma, Tim Maxwell, Virginia Rosales

Facilitator:

Doniella Maher

Welcome, 2:30-2:35

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

- Tim Maxwell drew attention to Chancellor Moreno's recent statement at the Academic Senate regarding the District's approach to the 50% law. He expressed dismay about the Chancellor's stated intent to scrap all plans to hire new full-time faculty in the next three years. He reported that the Chancellor claimed that she had to make this change in plans because the District will have to pay COLA to existing FT faculty. He asked that the union consider making a statement to the Board of Governors of the California Community Colleges. He thinks we should register an objection when Chancellor Moreno goes to Sacramento to request an exemption from the 50% law.

Union Office Elections April 2026 (Rika), 2:45-2:55

Solicit volunteers to serve on the election committee

- All positions have 2-year terms.
- Elections for all positions will be held in April.
- We need a committee to create a ballot, establish a timeline, and ensure that elections are done fairly and correctly.
- Negotiators and Grievance Officers are appointed, not elected.
- Rank-and-file AFT members are welcome to join the election committee.
- People running for office cannot serve on the election committee.
- Teeka volunteered to serve on the election committee. Doniella said she may or may not be able to serve on this committee.

Negotiations report (Monica), 2:55-3:00

Update on mediation, impasse process

- AFT Negotiators are not allowed to share much information because we are in the midst of a confidential impasse mediation process.
- We had a mediation session on 1/12/2026. We did not reach an agreement with the District.
- We had agreed to a second session to be held on 2/10/2026, but at the last minute, the District representative said she was unavailable. We are now scheduled for a mediation session on 2/17/2026.
- The possible results of this next session are as follows: we could reach an agreement with the District, we could plan additional mediation sessions, or the mediator could decide that additional mediation sessions would be futile. The next step after this one is

fact finding. Both sides need to make a case to a panel. Then the fact-finder's report is advisory, not binding. The fact-finding report is confidential for 10 days, and then it can and should become public.

- After fact finding, the two sides are encouraged to reach an agreement.
- If the two sides do not reach an agreement, then we legally have the right to go on strike.
- Several members expressed frustration and demoralization. They said they were unhappy with the District's approach to contract negotiations. One member raised the possibility of speaking again at Board of Trustees meetings.
- Monica noted that we have had several elected officials write letters supportive of AFT 1493 to the Board.
- Several articles supportive of AFT 1493 have appeared in local newspapers.

Impasse strategy discussion (Chet), 3:00-3:35

- We will be holding a strike authorization vote on 3/10-3/12/2026.
- Chet explained CSEA's recent tentative agreement.
- Chet outlined possible negotiation priorities, and rank-and-file members and Executive Committee members articulated the merits of each possible strategy.

Strike Authorization Vote Planning (Chet), 3:35-4:05

- We had a successful Count on Me campaign.
- We want a high turnout for the strike authorization vote because a high turnout helps us send a strong message.

a. Campus Strike Teams

i. Regular meetings

- Chet urged everyone in the meeting to pledge to serve on campus strike teams.
- Campus strike teams will have a chair or chairs who will meet regularly with Chet and/ or Rika.
- These teams will communicate with every single member on each campus.
- Contact Chet, Rika, or your campus chair to join a team

b. Ballot, voting logistics

- 3/12/2026 will be a day for online voting only. Everyone will participate in a phone bank in order to get maximum last-day turnout.
- Chet shared a sample strike authorization ballot.
- Chet listed all the elected officials who have written letters in support of AFT 1493's position in the current contract negotiation.
- A group of students is meeting every week on Fridays at 4:30pm to organize actions in support of us.
- We want to recruit a labor-friendly candidate for the Board of Trustees. Mike Guingona is not running for re-election. We need to find a candidate who lives in Daly City, South San

Francisco, Colma, or Brisbane. This person cannot be a current employee of the SMCCD.

***AFT AI Task Force (Elinor Westfold, Ben Feldman), 4:05-4:15**

Members of the task force are presenting an idea of conducting a faculty survey to learn more about AI impacts on our working conditions

- Ben said that the District survey about AI was very narrow. It does not focus on labor concerns. Also, we haven't even seen the results of the survey.
- That survey basically asked us, "Do you like AI, or do you love it?"
- Employers may want to use AI for problematic purposes, including electronic monitoring, algorithmic management, etc.
- We need to ensure that faculty do not have to adopt AI tools in order to get favorable evaluations.
- Ben solicited questions and concerns about AI from attendees. Remember that these questions should be about working conditions.
- The AI task force would use this input to help them create a survey.
- Elly created a "poll everywhere" in order to gather responses in the meeting. Ben also said he wanted to send out a google doc to collect responses over the next few weeks.
- Ben and Elly emphasized that they will welcome members who wish to join the AI task force.
- Monica noted that faculty in other districts already have some contract language relating to AI. We don't have to start from scratch; we can consult with faculty in other districts.

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

none

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

- Teeka said it's important to remember that we can, in some cases, resort to no-confidence votes against District and campus leaders.
- Jessica reported on the number of new faculty joining the union. 73 new hires in Fall 2025 - 19 did not join - 74% join rate; 10 new hires Spring 2026 - 2 did not join - 80% join rate

Closed Session, 4:30-5:30