

Minutes Adopted: April 8, 2026

AFT Local 1493 March 2026 Membership Meeting

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

Join us in person at CSM Building 18-206 or on Zoom at

<http://bit.ly/aft1493mm>

*Action Item

EC Members Attending:

Rika Yonemura-Fabian, Gil Perez, Keira Travis, Teeka James, Maggie de Vera, Doniella Maher, Monica Malamud, Dianne Jones, Luis Zúñiga, Steven Lehigh, Chet Lexvold (Executive Director)

Members Attending:

Ben Feldman, Ali Shokouhbakhsh, Allison Hughes, Althea Kippes, Carlos Romero, David Meckler, Evan Kaiser, Gary Church, Guillermo Cockrum, Lee Miller, Elinor Westfold, Emanuela Quaglia, Erin Johnson, Dionicio Garcia, Genevieve Freckleton, Geoff Balton, Jane Jackson, Jenna French, Jessica Truglio, Jing Wu, Nathan Jones, Beth LaRochelle, Mandy Lucas, Rachel Cunningham, Marc Gottlieb, Meredith Lanska, Philip Tran, Tim Maxwell, Deb Garkinkle, Lori Slicton, Hayley Leventhal, Hellen Pacheco, Tadashi Tsuchida, Tina Watts, Tran Luong, Virginia Rosales, John Perez, Susan Khan, Shaun Perisho, Shulamit Hoffmann, Sujata Verma, Ritu Malhorta, Salem Admassu, Nina Che, Paul Hankamp, Mandy Lucas, Hyla Lacefield, Ingrid Schultz, Johnny León, Kamran Eftekhari, Lucy Jovel, Luciana Castro, Myla Guevarra, Nadia Bilgari, Michael Vargas, Kim Rodderick, Kristina Bower, Kwame Thomas, Lorraine Barrales-Ramirez, Laurie Buchholz, Lucia Lachmayr, Malori Redman, Manny Delgado, Melanie Espinueva Aure, James Aganon III, Sarah Guth, Sumathi Shankar, Vincent Kang, Marisa Maccaro

Guest:

Jon Coelho (CFT)

Welcome, 2:30-2:35

Public Comment by Non-EC Members:

- None

Negotiations Report (Monica), 2:40-2:45

- We concluded impasse mediation after three mediation sessions with no agreement. The mediator has released the parties to fact-finding.
- A member asked whether we got to the fact-finding stage in the last round of negotiations (i.e, for the 2022-25 contract). Monica explained that, no, we did not get to this stage last time, but we have gone to fact-finding in the past.
- AFT 1493 has never had a strike authorization vote before this year.

Report on Strike Authorization Voting (Rika and Chet), 2:45-2:55

- Rika reported that nine full-time and six part-time faculty joined the union this week.
- So far, we have 95% yes votes.
- So far, we have 68% turnout. Our goal is to hit 80% turnout.
- For the next 30 hours or so, we're singlemindedly focused on turnout.
- We have a list of non-voters. Strike teams have already started 1-on-1 outreach to nonvoters.
- We already have a powerful result; we want to get an extremely powerful result.
- Strike teams will be going over our spreadsheets all day tomorrow. We will be doing phone banking to get as many people to vote as possible.
- At Skyline, phone banking is happening in person in 5-135B, 9am-3pm.
- The local press is covering our strike authorization vote.
- Students have been approaching voting tables to ask questions; they are showing curiosity and expressing support.
- The CSM Democratic Club has submitted a statement of support. We will include this statement in our press release, which we will put out on Friday.
- Luis has witnessed students asking other faculty members if they have voted yet.
- Voting closes at 9pm tomorrow.
- The strike authorization vote does not mean we're going on strike this Friday. We will not be in a legal strike position until fact-finding has been completed and the report has been released and carefully considered by both sides.

Fact-Finding Process (Monica), 2:55-3:30

- A three-person panel is formed for fact-finding. That panel consists of a fact finder, an AFT appointee, and a District appointee
- After the panel has been formed, they proceed to an investigation and hearing: each party presents evidence and makes an argument.
- The fact-finder writes a report with recommendations for settlement. This report is not binding.
- The report is confidential for 10 days, during which time parties attempt to reach a settlement.
- After 10 days, management must publish the report. During the 10 days, the parties are urged to try to reach a settlement.

- At that point, the employer can impose their last and final offer, and the union can go on strike.
- In our case, after mediation, the District chose to go public with a new offer this week.
- The District sent an email to the lead negotiator and to the AFT 1493 Executive Director notifying us of the offer.
- Then the District sent an email to all employees with the specifics of the offer.
- The AFT negotiations team contests the math laid out by the Chancellor in the email in question (email dated 3/10/2026).
- The Part-Time healthcare MOU still stands through December 2026. There's no change to healthcare for parttimers currently on the table.
- All the Bay 10 colleges except SMCCD have academic freedom in their contracts.
- CSM got an oddly timed memo from administration about faculty not being allowed to post flyers. Teeka said she sent President Manuel Perez a reminder that we have an MOU, dating from 2013, affirming our right to post materials. The incident that spurred us to get that MOU happened in 2012: at that time, a Skyline faculty member was brought in for potential discipline related to posting materials supportive of same-sex marriage. President Perez was receptive to the information that Teeka shared.
- Another member said that, in 2012, the District even tried to control what we posted on our car bumpers when we were parked on District property.
- Monica emphasized that, while K-12 teachers often can't wear clothing with a political message on it, we can do so because we teach adults. We cannot let anyone tell us that we are not allowed to do such things.
- Beth said that people at CSM are "extra fired up" about our strike authorization vote because we are constantly hearing about the CSM budget, and we are seeing a lot of controversial cuts.
- Another member made a point about how late the District consistently is in settling contracts with AFT 1493. She is angry about missing out on interest on retroactive pay.
- A different member agreed: yes, she, too, wished she could have invested her raise in stocks last year.
- Nadia emphasized the importance of really responding to individual members' concerns and situations when we connect with people during phone banking. Lead with empathy.
- Monica emphasized that it's important that we all are keeping in focus a key truth: better working conditions help students. Better pay and academic freedom help recruitment, and good recruitment ultimately is good for students.
- Chet and Luis emphasized that everything we're doing in terms of our strike authorization vote is strictly legal.
- The April membership meeting is scheduled for the second Wednesday of April.
- Nadia expressed her appreciation of our negotiations team. People in the room applauded.

Public comment by EC members on non-agenda items.

- None

Closed Session, 3:30-4:00pm