

College of San Mateo

Safety Committee Meeting Summary

Thursday, April 28, 2022 2:00 PM – 3:30 PM

Members Present: Ben Zara Minkin, Brian Tupper, Cynthia James, David Lau, Gloria D’Ambra, Micaela Ochoa, Rob Dean, Robert Gutierrez and Viji Raman.

Staff: Luz Román-Amaro

Guests present: see enclosed list

Micaela called the meeting to order at 2:05PM.

Review and Approve Agenda

The CSM Safety Committee members present approved the agenda as presented with no request for changes or modifications.

Review and Approve March 24, 2022 Meeting Minutes

The Committee reviewed the minutes from the March 24, 2022 meeting. The Committee Members present approved the minutes as presented.

Public Comment on Non-Agenda Items

David Lau communicated that he reviewed the campus Covid tracker and noticed that there were some Covid cases reported in Building 36. Ray Hernandez responded that he has been monitoring those cases. He clarified that the report shows a combination of lecture and lab individuals not a grouping.

No further comments or feedback offered on this agenda item.

Follow UP: Building Captain Trainings

Ben Zara communicated that the Office of Emergency Management created a Building Captain handbook. The handbook is currently being reviewed by Marketing and Public Safety. The handbook is pocket size and broken down into modules in the style of a field guide. It provides information about how to handle medical events, evacuations in case of earthquake or fire and many other emergencies.

Ben Zara indicated that he combined San Mateo County Advanced Life Support Protocols with the American Heart Association Protocols to deliver a comprehensive step-by-step handbook. All the tools included in the handbook have been ordered. The handbook will be available to Building Captain and all staff. Ben Zara also showed the new Emergency Posters that will replace the ones currently posted districtwide. The new posters align with the Big Five and County Protocols.

Micaela communicated that there were some discussions about the current list of building captains and recruitment. The VPAs want to be consistent across the three campuses on how to recruit building captains. One idea is to reach out to the people on the list to see if they would like to continue serving as building captains. Regarding recruitment, they will send out a link to the campus community to an online application. The commitment will be for 2 years and will include extensive training. Carol Ullrich asked in the chat if the building captain training will be 2 or 3 days.

Ben Zara responded that after the building captain list is updated, the goal is to offer a 3-day training. The first day will be classroom based, the second day will be CPR and AED with the inclusion of bleeding control measures and Narcan, and the third day will be the live fire training with triage.

Micaela asked the people present how many will be interested in becoming building captains. Many people showed interest in becoming a building captain. David Lau asked if faculty should train and if he should make an announcement to faculty. Ben Zara responded that faculty should train, but recommended to wait until the method of recruitment is decided. Micaela communicated that they are still working all the recruitment details.

Carol Ullrich communicated that she was trained as a building captain years ago and the training was excellent. She suggested that instead of training individuals, to train whole departments. That way there will be more people willing to participate. She also shared her concern about having people fill out an application. That method could deter people from participating. Ben Zara agreed with her statement. Micaela communicated that it might be possible for staff to attend the training even if they are not interested in becoming building captains. More information will be forthcoming.

Viji communicated in the chat that the ceramics class in building 4 and needs someone to be there.

Micaela communicated that each building would have a building captain and each floor a floor captain.

Ben Zara communicated that he is really excited to start the recruitment process and to provide the trainings.

No further comments, questions or feedback were offered on this item.

Report from District-Wide Health & Safety

Ray Hernandez communicated that there is an uptick in the BA2 Covid variant, but the severity of the disease in SMC remains low. The mandate for travel mask wearing has been rescinded. Our protocols are in place, they are working and keeping us safe. Ray shared a document that has been added to the May 25 board meeting agenda about modifying district masking requirements. Also, Cal/OSHA is reviewing their emergency temporary standards and any changes might become effective starting June 1st.

Rene Renard commented in the chat that BART is reinstating their mask policy.

Ray communicated that jurisdiction of mass transit falls on the County's health department.

David Lau asked about the role of the Safety Committee in regards to advising the board of trustees about their Covid protocols. He commented that the district should consider ending the mask mandate to be consistent with the County.

Ray responded that we need to think about the participatory governance process. The board of trustees require that surveys be put out to our stakeholder groups. We need to look at what other institutions in our area are doing. The next couple of months will indicate where the protocols will be strengthened or relaxed.

David communicated that there was an AFT survey about mask requirements over a month ago with a high rate of participation. The Survey found that 50% of faculty were comfortable with continuing mask requirement and 50% were comfortable with ending it. Ray thanked David for the feedback.

No further questions or comments were offered on this item.

Year-End IPC Report

Micaela communicated that per our bylaws, the Safety Committee needs to present a year-end report to IPC. She asked for volunteers to help with the report. David Lau offered to assist with the report. Micaela will schedule a planning meeting with David Lau. No further feedback, comments or questions were offered on this item.

May 26, 2022 Meeting, Preliminary Agenda Items

Micaela asked members for preliminary agenda items:

- Follow up to Building Captain Training
- Update on Year-End Report to IPC

David Lau shared the link to the AFT survey.

Link: <http://aft1493.org/march-april-2022-advocate-results-of-faculty-mask-requirement-survey/>

Micaela thanked David for sharing the link. She communicated that the survey will be attached to the minutes and a copy will be sent to Ray Hernandez.

Alicia Frangos	Jackie Collado
Ben Zara Minkin	Luz Román-Amaro
Brian Tupper	Micaela Ochoa
Brittany Rubio	Michelle Schneider
Carol Ullrich	Ray Hernandez
Chantal Sosa	Rene Renard
Cynthia James	Rob Dean
David Lau	Robert Gutierrez
David McLain	Stephanie Martinez
Emma Wu	Teresa Morris
Gloria D'Ambra	Viji Raman

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March-April 2022 Advocate: Results of faculty mask requirement survey

March-April 2022 Advocate: Results of faculty mask requirement survey

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AFT 1493 FACULTY SURVEY ON DISTRICT MASK REQUIREMENT

Survey finds 50% of faculty comfortable with continuing mask requirement, 50% comfortable with ending it

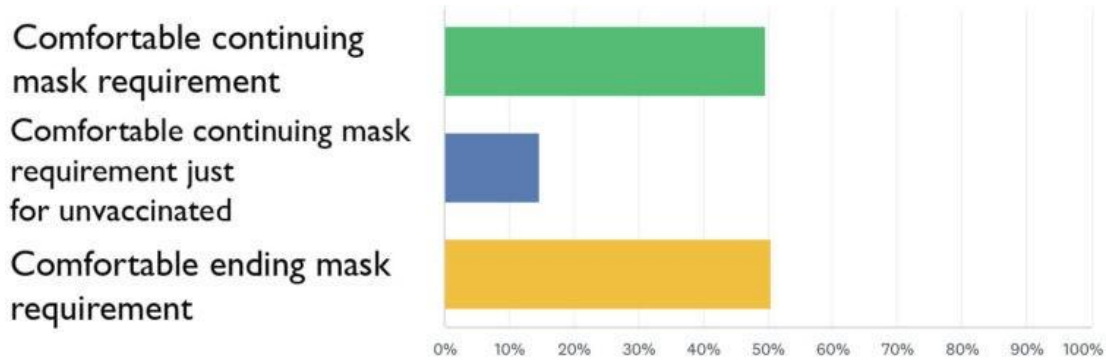
Although masking requirements put in place by the California Department of Public Health and Cal/OSHA have changed, **SMCCCD currently continues to require all individuals on campuses to wear masks indoors**. If this requirement were rescinded, however, the new CDPH and Cal/OSHA guidance would allow both employees and students, regardless of vaccination status, to go unmasked in campus buildings.

To understand faculty perspectives on potential changes to masking policies, especially as we look at the possibility of negotiating with the District over masking requirements, AFT 1493 asked district faculty to take a 2-question online survey during the first week of March. **466** faculty (a little more than half of all district faculty) responded to the survey.

Should the district continue to require masks or not?

The first question asked faculty members: “*Which of the following masking policies would you feel comfortable with?*” Three answer choices were provided and respondents could select more than one choice. A total of about 50% of faculty said they were comfortable with a policy that required masking for all for the remainder of the Spring 2022 semester. 50% also said they were comfortable with a policy that allowed everyone to choose whether to wear a mask. Around 15% of respondents would be OK with a policy that would only require unvaccinated people to wear masks on campus for the rest of the semester. Below are more details:

- *I am comfortable with an SMCCCD policy that requires employees, students, and visitors to wear masks for the remainder of the Spring 2022 semester, regardless of their vaccination status. 230 (49.68%)*
- *I am comfortable with an SMCCCD policy that requires unvaccinated employees, students, and visitors to wear masks for the remainder of the Spring 2022 semester but allows vaccinated employees, students, and visitors not to wear masks if they choose. 68 (14.69%)*
- *I am comfortable with a policy that allows all employees, students, and visitors, regardless of vaccination status, not to wear masks if they choose. 234 (50.54%)*



Percentages total more than 100% because faculty could choose more than one option. 32 faculty said they would be comfortable with either a policy that required everyone to wear masks or a policy that did not require anyone to wear them (meaning that in either case there would be no restrictions specific to vaccination status). 19 faculty said they would be comfortable with a policy that required everyone to wear masks or one that required only unvaccinated people to wear them. 8 faculty said they would be comfortable with a policy that required only unvaccinated people to wear masks or did not require anyone to wear them. 5 faculty said they were comfortable with any of the three options, while 3 faculty did not check any option.

174 faculty said they were only comfortable with a policy that requires everyone to wear a mask. 189 faculty said they were only comfortable with a policy that allows everyone to choose not to wear a mask. 36 faculty said they were only comfortable with a policy that requires unvaccinated people to wear a mask while allowing vaccinated people to choose whether to wear a mask.

If the district dropped mask requirements, how many faculty would require an accommodation?

The second question asked faculty respondents: “*If the District dropped some mask requirements, would you require an accommodation based on your health conditions? Possible accommodations include continuing the mask requirement in your office or classroom, or a remote work arrangement.*” Two answer choices were provided and respondents could select either, both or none. Below are the answer choices and the numbers of respondents who selected each:

- *I would require an accommodation if the District dropped the mask requirement for unvaccinated employees and students. **78 (16.74%)***
- *I would require an accommodation if the District dropped the mask requirement for vaccinated employees and students. **45 (9.66%)***

AFT will continue to advocate for robust and diverse Covid safety measures and for the continued availability of N95 and KN-95 masks furnished by the District for employees and students.

A sampling of the 127 individual comments from faculty respondents:

I think a slow but steady removal of mask-wearing is appropriate in the classroom and indoor setting, assuming Covid does not get worse during the year. During these unstable times, we can provide consistent and clear messaging to employees and students that masks will continue to be required through the spring semester. The smaller in-person summer session would be an ideal time to “test” an optional mask policy for the campus.

Let’s follow the CDC guidelines here. We have to trust scientists to do their job.

Although I am excited to say good-bye to the mask, I think some of my students would feel very uneasy about being in a relatively crowded space with unmasked people. This is not what they initially signed up for, and I can anticipate that a few of them would consider dropping the classes.

People who need extra safety or protection can teach from home, work from home, or wear as many masks as they want. They do not have the right to force the rest of the world to wear masks...There is absolutely no science backing the decision to mandate mask wearing at this point. Covid is an endemic condition now.

While dropping the mask mandate does not mean I am personally affected due to my health conditions, it may affect my immunocompromised loved ones who I would have to restrict contact with. Also, if we continued the mask mandate, which I am in favor of, better signage would be needed – as students are already not wearing masks inside buildings. I do not want to have to police students walking down the hallways to wear their masks.

I think it’s time for the district to drop all mandates for masks and vaccines. I am ashamed to work for an institution that actively and systemically discriminates against entire groups of people, disproportionately people of color. SMCCD should be open to ALL.

Many employees returned to campus and signed contracts with the understanding that masking would be required. For the district to change their policy mid semester would be unfair to employees who agreed to an assignment trusting that all would be masked indoors.

Masks reduce the flow of oxygen to the brain. That is an undisputed fact. [Ed. note: See this fact check (<https://www.bbc.com/news/53108405>) that disputes this claim (<https://www.reuters.com/article/uk-factcheck-oxygen/fact-check-face-masks-do-not-cause-terrible-damage-to-the-brain-by-depriving-it-of-oxygen-idUSKBN2761ZW>).] This harms the wearer and reduces one’s capacity for cognition. Masks create significant negative psychological harm, as it socially alienates both the wearer and the observer. Masks create an internal environment in the nose, throat and lungs that encourages the proliferation of harmful bacteria.

It still feels too early to tell if unmasking indoors is a good idea. I have had quite a few students miss class recently because of contracting or being exposed to COVID-19. By April(after Spring break), things might look better.

I am very concerned for the possibility of masking no longer being required. It puts to many people at risk of illness and missing work. I think masks should stay for the remainder of the semester.

I am so done with the masking business! Please, please, please let me free my face. I have a fairly large nose and I am tired of having it smashed all day, every day.

WHAT'S NEW

UPDATES »

EVENTS »

JOIN OUR "WEEK OF ACTION" APRIL 18-21 (<http://aft1493.org/week-of-action-april-18-21/>)

April 15, 2022

Join your union faculty colleagues for AFT 1493's "Week of Action": April 18-21 As we kick off the campaign for our next faculty contract, AFT 1493 will be holding a Week of Action April 18-21 to share information about our contract demands and build momentum to win them. We hope you will join us! Please [...]

more » (<http://aft1493.org/week-of-action-april-18-21/>)

CONTRACT CAMPAIGN UPDATE: INITIAL PROPOSALS FOR NEW FACULTY CONTRACT (<http://aft1493.org/initial-proposals-for-new-faculty-contract/>)

April 4, 2022

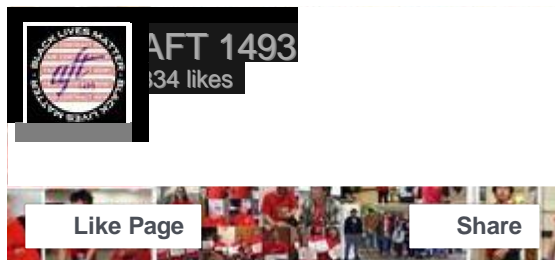
On March 23, the Board of Trustees held a public hearing on AFT's initial proposals and theirs for the next contract, which will cover July 2022-June 2025. The process called "sunshining," is legally required for collective bargaining with public employees and after the sunshining process is complete, negotiations for the new contract can begin. The [...]

more » (<http://aft1493.org/initial-proposals-for-new-faculty-contract/>)

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