

Why 80%? Why Now?

At CPFA's retreat Labor Day weekend, the executive council decided to focus its agenda for the coming year on amending the 60% FTE limit on part-time employment to 80%.

Since then, both the Senate and the faculty union at Santa Monica College have already passed resolutions in support of this proposal. Subsequently, there has been a lot of discussion about it...in union committees, at Academic Senate meetings, at the **FACCC** conference, at the recent **CCA** and **CFT** part-time committee meetings. The same questions are being heard... Why 80%? Why change it now? Could this hurt faculty? Do part-timers really want this? In an effort to clarify the issues, **CPFA** has put together answer to the Frequently Asked Questions that appear on the opposite page.

We all know that only money can give part-time faculty equal pay for equal work. We continue to advocate for augmentation of the part-time parity budget, and for effective monitoring of the parity fund by the Chancellor's office to ensure that it accomplishes what it is supposed to. But meanwhile, in the current political climate, now is the time for a budget-neutral proposal.

CPFA feels very strongly that an informed, involved and articulate cadre of part-time faculty working at up to an 80% load in each district will be a viable and proactive force when both the unions and district negotiators finally sit down to address the need to increase full-time faculty hires.

With part-time faculty leaders able to invest more time and commitment to one campus, their ears and voices will make it more difficult for unenlightened administrators to continue "blaming the victim." Part-time faculty are not the problem with regard to the 75/25 conundrum. Just like the argument surrounding raising the teaching load from 60% to 80% as being an attack on tenure; the 75/25 conundrum and raising the teaching load from 60% to 80% is a non-sequitur!

Increasing part-time faculty investment in individual districts by increasing FTEs is a giant step towards the system they have in Canada which they call "regularization" that already exists for all college teachers in British Columbia. Similar rights have evolved, to a lesser extent, with off-tenure track teachers in the UC's and CSU's. Allowing part-time faculty to teach nearly a full load is the first step in achieving pay parity, job security and professional treatment in California's community colleges. Since we are not advocating any other changes in the Ed. Code, except raising the teaching load from 60% to 80%, we do not foresee any additional mandated costs associated with this change. CPFA will, however, continue our policy of advocating both statewide and locally to improve equal pay for equal work, health benefits, job security, paid office hours and retirement options.

Furthermore, raising the 60% limit to 80% the first step in improving part-time working conditions. Not only does it cost nothing to implement, but it will inevitably be a cost saving feature for colleges and part-time faculty alike, as we begin teaching more classes at one college near our homes. Part-timers will save on gas and time, while colleges will see a slow reallocation of the number of part-timers as our individual loads increase due to the normal 20% annual roll-over of faculty, the addition of new classes and faculty retirements.. The change to 80% simply gives colleges and departments the ability to assign classes to the highly skilled and experienced part-time faculty they already have by taking away the arbitrary and punitive 60% limit.

I hope that you and your colleagues will discuss these issues on your campuses at your

union and academic Senate meetings. Please consider asking your local unions and your Academic Senates to vote to support the 80% Resolutions which are available on our CPFA website at www.cpfa.org .

Please contact me or your regional CPFA representatives if you would like us to come to your campus to address this most important issue. Well...I'm off to drive over 400 miles per week in order to teach my 20 hours on three different campuses!

“How much longer part-timers?”