

# CPFA NEWS

Serving 45,265 Non-tenure Track Faculty in the California Community Colleges

Volume 11/Number 1 Fall 2009

## 8th annual CPFA Summit meeting achieves consensus on need for job security legislation

-- Donna Frankel with Pamela Hanford, David Milroy, and David Donica

On October 10th, thirty non-tenure-track faculty leaders from CFT, CCA, FACCC, CWA, and CCCI met in Santa Clara for the eighth CPFA Summit which was made possible through the generous support of CCA and Bob Schoenherr of Keenan and Associates. Special guest speakers included Assemblywoman Fiona Ma (12th District), and Chris Stampolis, trustee on the Community College League's Board of Trustees and the local board at Mission-West Valley District.

The main topic for discussion was the pressing need for job security for part-time faculty, especially now that thousands of part-time faculty are losing their jobs due to budget cuts. There was a unanimous vote by the reps from the many faculty associations present to proceed with developing rehire rights legislation. While final language has not been written, basic rehire rights and seniority are a necessity. After much discussion, it was decided that how a local determines class assignments based on seniority would be a decision best left to the PT faculty in that local. Two options could be either: a) giving first chance to senior PTers to chose up to a full load or b) distributing all of the sections offered among the PT faculty equally so that all faculty, both senior and new, receive the same number of classes. All agreed that legislating job security for part time faculty would require unity and agreement from CCA, CFT, CCCI, FACCC and CPFA in order to succeed.

Assemblywoman Ma observed that while California needs jobs to pull us out of the state's desperate financial situation, all stakeholders must agree before

a bill such as the one CPFA proposes will move into the legislative process. "If you are fighting with each other and out of agreement, the big dogs automatically win," Ma cautioned. "Squeaky wheels get the grease, so come to Sacramento and talk to us so we can serve you better."

Trustee Chris Stampolis reminded the group that trustees are charged with representing all the community, and part-time faculty must educate local boards on our needs. Trustee Stampolis emphasized that there "is a problem in the very structure of our

*Summit - cont. on p. 7*

**Updated salary data now available:**

**Chris Storer's annual analysis comparing part-time to full-time faculty salaries in the CCCs pp. 4-5**

**Events calendar p. 8**

## California's Higher Education Crisis: How much worse can it get?

-- Sandra Baringer

Unemployment in California has reached an unprecedented level, with a seasonally adjusted rate of 12.2% ([www.edd.ca.gov](http://www.edd.ca.gov)). This is the highest rate recorded in this data set, which goes back to 1976. Previous highs were 11.0% in February 1983 and 9.9% in January 1993.

In times of high unemployment, large numbers of people usually return to school to retrain for new vocations or otherwise improve their education and job skills. But this time, the economic recession that produced the unemployment has prompted the

state of California, beset by declining revenues and a polarized legislature, to cut back on funding for higher education.

What will happen to the students? Repercussions are being felt all through the higher education system. The UC and CSU systems have both responded, in part, by planning systemwide enrollment reductions of 6% over the next two years. Some Cal State and University of California campuses have already cut or ended mid-year transfer admissions, but even when transfer slots are available, community college students are having a hard time fulfilling their transfer requirements because community college course sections have been drastically cut, with even more severe cuts expected in January.

Many students who otherwise would be in the CSU or UC systems will be looking to the community

*Higher Ed Crisis- cont. on p. 5*

## Obama expands student loan forgiveness to all educators

-- Mike Dixon

The Obama administration has expanded the student loan forgiveness program, which previously only went to educators in high risk communities, to all educators and in fact, all public servants.

If you make payments for the equivalent of ten years (120 payments), the rest of your debt is forgiven. The clock on those payments starts on October 1, 2007; however, the Department of Education is getting public pressure to include more past payments.

You can add your voice by contacting the Public Service Loan Forgiveness Program, Nikki Harris, telephone: (202) 219-7050 or email [Nikki.Harris@ed.gov](mailto:Nikki.Harris@ed.gov)

or write to the Federal Student Aid head: William J. Taggart, Chief Operating Officer  
Federal Student Aid  
U.S. Department of Education  
400 Maryland Avenue, SW Room 112E1  
Washington, D.C. 20202

This is coupled with another program, Income Based Repayment (IBR) that will dramatically reduce payments for most borrowers and forgive their loans after 25 years. PLUS loans are not eligible.

The Department of Education has put up an IBR calculator (<http://studentaid.ed.gov/PORTALSWebApp/students/english/IBRCalc.jsp>), so

you can see how much your payments will go down. I owe a little over \$100,000, and my monthly payments are about \$729. I originally only owed about \$50,000, but it was so difficult to make the payments regularly until the last couple of years that my debt doubled.

Running my numbers through the IBR calculator, my payments dropped to \$450, so I'll end up paying \$54,000 more. Under the old system, I would have paid \$218,000 more, so I'll save three-fourths. I've already paid \$18,000, so I'll still end paying a more than my original debt--but not four times more.

*Student loans - cont. on p. 7*

## Chair report

-- John Martin, Chair

It's been about six months since I was elected as CPFA's Chair, and the challenge of being at the front of CPFA is certainly a unique experience for me. It's a humbling position to hold, and I have taken on this role with seriousness and a sense of urgency in these times of great uncertainty. Our livelihoods as community college NTs (Non-Tenured-Track Temporary Employees) are and have been affected by the numerous cuts in classes, which means many of us have lost significant income.

Fighting for equal working conditions for NTs has never taken a backseat with activists in California. In the last year, NTs have been pushing forward a significant change within the CCC system and the Ed Code regarding job security. What's really positive, there IS a consensus among us: job security is a necessity. It doesn't matter if office hours are given to us, health benefits are offered, or that we even have an office to meet with our students; the bottom line is that administrators (and those full-timers who support them) can get rid of us at anytime of their choosing. We are "at will employees" and they are not required to give notice, except perhaps a token email that says, "Thank you for your contributions in the past, and good luck next year." Some don't even bother to go this far, choosing instead to simply communicate that the class is canceled, or that it has been given to someone else (Do I hear "nepotism"?).

State institutions such as CCA, CCC, CWA, FACCC, independents, and their respective NT committees have declared in their resolutions, and some in minutes of meetings, etc., that this is the singular most pressing item that needs fixing . . . NOW. Section 87482.5 is obsolete and needs to be altered significantly.

Most of us have been working for over ten years and really, if one thinks about it, we are not "temporary faculty" but rather more closely

identified as "contingent faculty." This is faculty that consistently gets good evaluations by their peers and/or administrators, who have become experienced and contribute immensely to the campus community and give continuous support to their students. Some collective bargaining units have job protection already (but many of these vary), but most don't have any job protection at all.

Let's be clear here: NTs are not asking for tenure, but we are simply asking for an uniform statewide law that will protect all part-time faculty who are consistently being hired semester after semester. When a NT works for more than four semesters within a three-year period, then this NT should be put on the department's seniority list (see actual language in this current issue). When classes are being scheduled for the next semester, then this NT should be given full rehire rights.

This means, that if a NT wants to teach the maximum load (currently 67%), then she/he can choose to pick the schedule. This voluntary arrangement will give those who earn their way to the top of the seniority list a strong sense of respect and professionalism. There is nothing in our proposed language that says the NT have to teach the maximum load, there's nothing in it that suggests a permanent position for that NT.

What it does do is to prevent arbitrary decisions by those who have the power to make decisions about the future of any NTs for any particular semester. Case in point: At one campus that I know of, four NTs were arbitrarily told they were not teaching the next semester. What's significant in this particular case, these four have collectively been teaching for more than forty years! This story, and there are many out there in California, have prompted many of us to seek help at the state level.

CPFA and its allies hope to change this backward law and bring it into the 21st century!

## CPFA MISSION STATEMENT

The Mission of the California Part-Time Faculty Association (CPFA) is to create the opportunity for community college students to have equal access to quality education by promoting professional equity for all faculty. As educators, we understand that only with faculty who share equally in the responsibilities and rewards of the profession can such opportunity for academic success and education be afforded students in the California Community College system.

Students, therefore, must be provided with faculty, whether employed full-time or part-time, who undergo the same rigorous hiring, evaluation, and promotional processes; who are compensated for preparing lesson plans, grading assignments, and advising students; who are compensated for participating in departmental meetings and serving on professional committees, including the shared governance process; who are provided with the peace of mind that health and retirement benefits provide; who are provided with the protection of due process and academic freedom; and who are able to invest in their professional future through

a system for building tenure or seniority, including, in the case of part-time faculty, preference for full-time hiring.

In this regard, CPFA is dedicated to achieving our mission by:

- Encouraging practices and policies that ensure our faculty is as diverse as the students we serve;
- Educating the public, as well as students, faculty, administrators and legislators, about part-time faculty concerns and issues;
- Serving as a coalition and resource base for all individuals and organizations interested in promoting professional equity;
- Working to complement, enhance, and reinvigorate the work that is already being done in faculty organizations, statewide and nationally, who share our mission;
- Creating alliances with other faculty, academic, labor, or social organizations, statewide or nationally, who share our goals;
- Seeking legislative means to achieve our goals.

### Welcome to CPFA NEWS!

CPFA is the first statewide organization in California created by and for part-time faculty. Our mission is to promote professional equity for all faculty in the California Community College system by ending the exploitation of part-time faculty.

As such, we are promoting communication among part-timers across the state; educating the public and the academic community about part-time faculty issues; and serving as a resource base for part-timers working to improve the quality of education by improving the working conditions of over 65% of the faculty. This newspaper is one way we hope to achieve our mission.

CPFA News is published in the fall and spring, and distributed statewide to all California community colleges. Send your letters, ideas and articles to sbaringer@gmail.com.

--Sandra Baringer, CPFA News Editor

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**Opinions expressed herein are those of the authors and not necessarily the opinions of CPFA except as specifically stated to be CPFA positions.**

#### To Submit Letters, Articles, and Story Ideas:

*Email submissions preferred. Letters limited to 300 words and articles to 700 words. Include your name, address, phone number and email address with each submission. Letters and articles may be edited. News briefs on union organizing or contract negotiations for part-timers are particularly welcome. We are also looking for personal interest stories and opinion pieces.*

#### To Advertise:

Contact Sandra Baringer (sbaringer@gmail.com) or David Milroy (dmilroy53@gmail.com).

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or write to CPFA; 2118 Wilshire Blvd. PMB 392; Santa Monica, CA 90403.



## Part-time faculty gain access to short-term disability insurance

AB 381 (Block) was signed by the governor in October. This bill will allow part-time faculty to decide separately from full-time faculty in the same bargaining unit to elect coverage in the state short-term disability insurance plan (California State Disability Program, or SDI).

Since current law had required the entire bargaining unit to elect coverage, full-timers in wall-to-wall units frequently have blocked access to part-timers for coverage because full-timers are more likely to have the long-term disability protections of being fully vested in STRS. Furthermore, full-timers can utilize accumulated sick leave over more than one term, whereas part-timers who become sick are simply not employed for the following term and thus cannot collect sick leave past the end of the term in which they become disabled.

The California SDI program covers parental, family, and bereavement leave as well as short-term disability, so it would be beneficial for full-time faculty to also elect such coverage, but many of them have yet to realize its advantages.

**Read the text of the resolutions on job security and rehire rights under "What's New" at [www.cpfa.org](http://www.cpfa.org)**

## Marin's Poet Laureate to work with community colleges

Kay Ryan, Poet Laureate of the United States, was a part-time instructor of basic English at the College of Marin before she was appointed laureate a year ago. She has recently agreed to a second one-year term and is starting a national campaign for "Poetry for the Mind's Joy" with a focus on community colleges. She will be doing a poetry reading tour of community college campuses. April 10, 2010 will be National Poetry Day on Community College Campuses. She will have a website on the Library of Congress poetry

pages launching early in 2010.

Ryan is a Graduate of Antelope Valley College in Lancaster. In an interview published in *Inside Higher Ed* on October 21, she said, "I couldn't wait to get to UCLA to get away from the community college, and it took me a number of years to have it truly dawn on me that I'd been treated much better at community college than I was at UCLA ... [where] I was in classes of 300... And at community college, all of my instructors knew my name; I had a personal relationship with them. Which is beyond price."

### Letter to the editor

Greetings:

I am writing to let you know what CAN happen to a part-timer. Secondly to serve as an example for the man who stated so very strongly that a union is not needed.

22 years I was employed as a full-time instructor.

16 years I have been a part-time instructor.

Taught Ancient Philosophy, Modern Philosophy, Ethics, Marriage, Religions East, Religions West.

Classroom evaluations were embarrassingly positive, registrations for classes were always large, often very large. I had not one problem of any kind with authority.

One day recently I received a call from the Dean's secretary saying: "Joe I have a class for you for Fall."

That was strange. It implied that I'd have no summer class (as I did every summer). It implied I would not have an Ancient Philosophy class I have had for all 38 years.

Why? No one would tell me. The secretary was embarrassed. The Dean twice preferred not to speak with me on the phone.

I spoke with the teacher who was President of the Union for the full-time instructors for 4 years. "Joe, there is nothing you can do." He offered to "speak with" the dean. I said not to do that. I still have one class and that is fine. I am 84 years of age.

I simply believe that it is an awfully callous way to treat a person and demonstrates the need of some degree of protection. That is my main concern.

- Joseph T. Steinke, Fremont CA

## CFT is the voice for adjunct faculty in California.

California Federation  
of Teachers   
AFT, AFL-CIO  
A Union of Professionals

Representing faculty and classified workers in public and private schools and colleges, early childhood through higher education.

### Adjuncts elected to the CFT Community College Council

Mike Dixon Ventura County Federation of College Teachers  
John Govsky Cabrillo College Federation of Teachers  
Mehri Hagar Los Angeles College Faculty Guild  
Carmen Roman-Murray San Francisco Community College Federation of Teachers

### Adjuncts elected to lead their local unions

Beverly Cope Part-Time Faculty United at College of the Canyons  
Jeff Gordon Citrus College Adjunct Faculty Federation  
Doug Harris Yuba College Federation of Teachers  
Mark Miller Allan Hancock College Part-Time Faculty Association  
Mike Mello Victor Valley Part-Time Faculty United  
Sam Russo Adjunct Faculty United, North Orange  
Carlos Von Son Palomar Faculty Federation

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# Fall 2008 data on part-time/full-time salary comparisons

-- Sandra Baringer

The annual update of Chris Storer's salary parity chart, tracking progress toward equal pay for equal work for part-time faculty, has been one of the main features of *CPFA News* for several years. This year, we compare the salary progress toward pro rata pay between fall 2000, when we first started tracking the data, and fall 2008. Data on local district parity definitions, health insurance participation, and office hour pay is from 2007 since that is the most recent data available on those items.

Storer comments, "The top [of the chart] seems to make good sense. The 5.74% closing of the 62.5% gap is about what I calculated" the part-time salary parity categorical fund could accomplish. Some districts have diverted the parity fund to full-time overload pay or other unintended purposes, or simply limited part-time salary increases to what was available in the parity fund while granting full-time faculty salary increases that have made the gap even greater. Other districts have done more

than their share, supplementing revenues from the part-time parity fund with revenues obtained by redistributing other priorities.

Abrupt movements in the ranking are due, for the most part, to more accurate reporting as time goes on. People who see data from their own districts that seems questionable, inaccurate, or missing should complain to their districts (for example, the three districts at the bottom of the chart which failed to report their part-time salary data last fall). Unions have the right to make information requests about data relevant to salaries of the employees in their bargaining units.

This chart utilizes data from the Chancellor's Office Data Mart. The fall staffing reports are not easily accessible from the main website, but the URL - <http://www.cccco.edu/ChancellorsOffice/Divisions/TechResearchInfo/MIS/DataMartandReports/tabid/282/Default.aspx> - can be reached through a general Google search on Chancellor's Office Data Mart. The direct link to the fall staffing reports is <https://misweb.cccco.edu/mis/onlinestat/staff.cfm>.

	FT Union Affiliation	PT Union Affiliation	2007 PT Healthcare Participants	2007 PT OffHr Participants	2000 PT Mean Hourly	2000 PT FTE Mean Salary	2008 PT Mean Hourly	2008 PT FTE Mean Salary	2000 FT Mean Salary	2008 FT Ave. Salary	2000 PT Salary % FT Mean Sal	2008 PT Salary % FT Mean Sal	2008-2000 Dif PT % FT Ave. Salary	2007 Parity % Definition
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10	Column 11	Column 12	Column 13	Column 14
0 AAStatewide Total:			3,453	23,025	45.01	23,630.25	\$74.30	\$39,008	62,985.00	\$84,789	37.5%	43.26%	5.74%	
1 Los Angeles	CFT	CFT	339	4,886	54.96	28,855.35	\$102.46	\$53,792	64,153.00	\$87,511	45.0%	73.83%	28.85%	80.0%
2 Mira Costa		CTA	9	372	49.49	25,982.20	\$99.08	\$52,017	79,197.00	\$116,577	32.8%	34.89%	2.08%	66.0%
3 Marin	CFT	CFT	54	265	53.60	28,140.32	\$96.52	\$50,673	65,245.00	\$89,343	43.1%	56.08%	12.95%	
4 San Francisco	CFT	CFT	441	416	61.13	32,094.53	\$92.61	\$48,620	64,966.00	\$84,138	49.4%	57.67%	8.27%	
5 Foothill-De Anza	IND	IND	120	1,582	63.30	33,233.27	\$88.33	\$46,373	69,931.00	\$91,899	47.5%	50.43%	2.91%	77.5%
6 San Jose-Evergreen	CFT	CFT	38	1,208	50.23	26,370.75	\$87.03	\$45,691	60,771.00	\$84,370	43.4%	84.43%	41.04%	81.3%
7 San Mateo	CFT	CFT	70	858	53.21	27,937.18	\$85.21	\$44,735	56,759.00	\$80,524	49.2%	55.00%	5.78%	
8 El Camino	CFT	CFT	32		43.05	22,600.80	\$82.56	\$43,344	62,579.00	\$87,410	36.1%	49.54%	13.43%	75.0%
9 Chabot-Las Positas	IND	IND		225	45.39	23,829.93	\$82.34	\$43,229	63,222.00	\$87,285	37.7%	49.13%	11.44%	75.0%
10 Santa Monica	IND	IND	322	166	58.06	30,482.49	\$81.67	\$42,877	69,134.00	\$95,822	44.1%	42.85%	-1.25%	
11 Sonoma	IND	IND	217	962	55.55	29,161.96	\$80.30	\$42,158	65,800.00	\$85,875	44.3%	49.38%	5.06%	87.5%
12 Peralta	CFT	CFT	66	254	56.48	29,652.11	\$78.87	\$41,407	60,136.00	\$81,442	49.3%	53.09%	3.78%	
13 Rio Hondo	CTA	CTA	21		52.26	27,438.68	\$77.51	\$40,693	62,948.00	\$85,482	43.6%	47.15%	3.57%	60.0%
14 Cabrillo	CFT	CFT	34	447	57.27	30,066.75	\$75.83	\$39,811	60,539.00	\$79,407	49.7%	50.20%	0.53%	62.0%
15 Antelope Valley	CFT	CFT	23	720	38.50	20,214.04	\$70.17	\$36,839	68,355.00	\$79,023	29.6%	46.05%	16.48%	
16 Coast	CFT	CTA(50%-)	111		43.45	22,811.25	\$70.15	\$36,829	67,450.00	\$93,681	33.8%	41.67%	7.85%	75.0%
17 Contra Costa	IND	IND	165	818	50.83	26,685.75	\$69.11	\$36,283	65,857.00	\$83,180	40.5%	42.94%	2.42%	
18 Los Rios	CFT	CFT	429	1,215	51.12	26,836.51	\$69.10	\$36,278	56,649.00	\$77,050	47.4%	47.25%	-0.13%	75.0%
19 Mt. San Antonio	CTA	CTA	52	698	43.59	22,887.28	\$66.75	\$35,044	69,982.00	\$92,142	32.7%	37.44%	4.74%	
20 Riverside	CTA	CTA	40	1,038	46.10	24,201.55	\$66.56	\$34,944	63,480.00	\$90,092	38.1%	39.85%	1.73%	80.0%
21 Santa Barbara	IND	IND	4		40.51	21,267.89	\$65.63	\$34,456	63,341.00	\$82,684	33.6%			75.0%
22 Redwoods	IND	IND	5	256	34.65	18,190.03	\$64.92	\$34,083	53,935.00	\$85,977	33.7%	40.12%	6.39%	80.0%
23 Yuba	AAUP	CFT			44.99	23,619.68	\$64.34	\$33,779	65,128.00	\$87,413	36.3%	36.13%	-0.14%	75.0%
24 San Joaquin Delta	CTA	CTA			51.43	27,002.07	\$64.08	\$33,642	72,160.00	\$86,521	37.4%	38.71%	1.30%	80.0%
25 Gavilan	CTA	None		65	37.00	19,425.00	\$63.70	\$33,443	50,453.00	\$82,943	38.5%	40.54%	2.04%	
26 Ohlone	IND	IND			43.16	22,659.00	\$63.39	\$33,280	59,231.00	\$97,667	38.3%	34.03%	-4.23%	
27 Glendale	CFT	CFT	61	391	41.09	21,572.25	\$62.11	\$32,608	59,184.00	\$83,227	36.4%	37.38%	0.93%	
28 South Orange	CTA	CTA	126		50.58	26,556.69	\$62.00	\$32,550	70,753.00	\$88,318	37.5%	36.34%	-1.19%	83.0%
29 Pasadena	CTA	CTA			40.18	21,094.87	\$61.45	\$32,261	61,736.00	\$85,824	34.2%	37.92%	3.75%	
30 Chaffey	CTA	CTA			35.03	18,390.75	\$61.44	\$32,256	63,140.00	\$85,596	29.1%	36.72%	7.59%	70.0%
31 San Luis Obispo	CFT	CFT	67	296	45.66	23,972.63	\$61.11	\$32,083	61,498.00	\$73,847	39.0%	43.97%	4.99%	
32 Southwestern	CTA	CTA	38		44.05	23,128.81	\$60.56	\$31,794	63,360.00	\$59,580	36.5%	55.01%	18.50%	
33 Monterey	CTA	CTA		61	42.22	22,166.22	\$60.50	\$31,763	65,249.00	\$82,777	34.0%	30.04%	-3.93%	
34 San Diego	CFT	CFT	350	452	38.59	20,259.79	\$60.40	\$31,710	55,145.00	\$68,062	36.7%	45.13%	8.40%	
35 Yosemite	IND	IND					\$59.64	\$31,311	62,659.00	\$81,286		37.92%		70.0%
36 Grossmont-Cuyamaca	CFT	CFT	19		41.92	22,005.62	\$59.15	\$31,054	60,921.00	\$76,617	36.1%	38.77%	2.65%	
37 Palomar	CFT	CFT	30	241	38.80	20,370.20	\$58.58	\$30,755	65,110.00	\$92,219	31.3%	32.83%	1.54%	
38 Long Beach	CTA	CTA			39.53	20,754.94	\$57.33	\$30,098	62,047.00	\$88,276	33.5%	36.46%	3.01%	
39 Napa Valley	CTA	CTA		67	38.30	20,106.94	\$57.32	\$30,093	61,770.00	\$78,890	32.6%	37.15%	4.60%	82.5%
40 West Kern	CTA	CTA		58	30.69	16,110.53	\$56.67	\$29,752	62,839.00	\$83,371	25.6%	34.58%	8.94%	81.0%
41 Sierra	CTA	CTA		274	40.54	21,286.08	\$56.52	\$29,673	56,786.00	\$78,231	37.5%	38.45%	0.97%	
42 Hartnell	CTA	CTA			34.35	18,033.75	\$56.31	\$29,563	54,010.00	\$80,639	33.4%	36.67%	3.28%	Lab 85/83% Lec
43 Cerritos	CFT	CFT			41.83	21,960.75	\$55.79	\$29,290	66,349.00	\$86,554	33.1%	33.37%	0.27%	
44 Santa Clarita	CTA	CFT			36.80	19,320.03	\$55.73	\$29,258	62,771.00	\$88,136	30.8%	34.03%	3.25%	75.0%
45 Citrus	CTA	CFT	18	47	38.85	20,397.24	\$55.09	\$28,922	65,500.00	\$82,696	31.1%	34.89%	3.75%	75.0%
46 Kern	CTA	CTA					\$55.00	\$28,875	54,206.00	\$86,119		34.64%		87.5%
47 West Hills	CTA	CTA		17	31.70	16,643.54	\$54.88	\$28,812	51,863.00	\$90,230	32.1%	30.82%	-1.27%	53.0%
48 Imperial	CTA	CTA			24.55	12,888.75	\$54.16	\$28,434	55,068.00	\$76,564	23.4%	34.68%	11.28%	88.0%
49 San Bernardino	CTA	CTA		580	40.23	21,123.16	\$53.56	\$28,119	63,211.00	\$76,207	33.4%	34.90%	1.48%	
50 Shasta-Tehema	CTA	CTA		186			\$52.69	\$27,662		\$82,667		33.71%		
51 Rancho Santiago	IND(Crd)	CTA(Non-Cr)			36.82	19,332.25	\$51.85	\$27,221	74,492.00	\$90,464	26.0%	28.31%	2.36%	
52 Butte	CTA	CWA		206	42.25	22,181.25	\$51.44	\$27,006	63,649.00	\$78,407	34.8%	33.88%	-0.97%	
53 Mendocino-Lake	CFT	CTA		57	34.88	18,310.30	\$50.94	\$26,744	62,516.00	\$84,082	29.3%	33.57%	4.28%	
54 Victor Valley	CTA	CFT			35.61	18,692.86	\$50.60	\$26,565	59,797.00	\$88,889	31.3%	29.53%	-1.73%	
55 Sequoias	CTA	CWA		46	38.22	20,063.20	\$49.76	\$26,124	62,025.00	\$84,053	32.3%	31.88%	-0.46%	75.0%
56 Compton	CFT	CFT			30.63	16,080.75	\$49.01	\$25,730	48,079.00	\$81,703	33.4%	33.60%	0.15%	
57 Copper Mountain	CTA	CTA			38.50	20,212.50	\$48.73	\$25,583	53,967.00	\$78,245	37.5%	30.95%	-6.51%	
58 North Orange	CTA	CFT	80	1,550	35.53	18,652.15	\$48.36	\$25,389	64,844.00	\$102,816	28.8%	24.75%	-4.02%	80.0%
59 State Center	CFT	CFT			34.31	18,014.62	\$47.90	\$25,148	66,616.00	\$91,612	27.0%	28.05%	1.01%	75.0%
60 Desert	CTA	CTA		279	35.74	18,763.50	\$47.39	\$24,880	62,174.00	\$85,670	30.2%	30.06%	-0.12%	79.0%
61 Feather River	CFT	CFT		31	27.52	14,448.00	\$47.23	\$24,796	62,652.00	\$77,910	23.1%	32.22%	9.16%	
62 Siskiyou	CTA	CTA			34.01	17,854.43	\$47.06	\$24,707	53,240.00	\$72,154	33.5%	34.01%	0.47%	
63 Barstow	CTA	CTA			37.08	19,467.00	\$45.14	\$23,699	61,855.00	\$79,329	31.5%	28.16%	-3.31%	ovld + 25%
64 Lake Tahoe	CTA	CTA		39	30.19	15,849.75	\$44.43	\$23,326	49,446.00	\$70,215	32.1%	32.26%	0.20%	66.8%
65 Merced	CTA	CTA			33.80	17,745.00	\$43.91	\$23,053	57,641.00	\$81,910	30.8%	26.55%	-4.23%	
66 Allan Hancock	IND	CFT		136	31.89	16,743.77	\$43.85	\$23,021	57,745.00	\$77,154	29.0%	30.97%	1.98%	76.0%
67 Mt. San Jacinto	CTA	CWA			34.48	18,100.43	\$42.49	\$22,307	55,199.00	\$82,158	32.8%	30.35%	-2.44%	
68 Lassen	CTA	CTA					\$33.66	\$17,672		\$76,936		21.32%		
69 West Valley/Mission	IND	IND	32	737			\$30.89	\$16,217	62,033.00	\$78,892				
70 Ventura	CFT	CFT	40	703	43.43	22,799.86								



The Data Mart, once you get to it, has all sorts of other reports as well on administrative salaries, classified salaries, and student enrollment, demographics, financial aid, and success rates.

One interesting component of the fall 2008 staffing report (which was not available until after the spring 2009 edition of CPFA News went to press) is the headcount and FTE (full-time equivalent) data on faculty. We have not included this in the chart below, but as of fall 2008, there were 18,200 tenured and tenure-track academic employees. The number of academic temporary (part-time faculty) employees has reached a record high, now at 45,265. It seems likely that the fall 2009 data, when available, will reflect a reduction in that number, since the hundreds of course sections cut this fall in most districts, with more to come, are implemented by cutting temporary faculty rather than laying off tenured faculty.

Oddly enough, the systemwide FTE for tenured and tenure-track faculty is listed as 20,825, over 2,000 more than the 18,200 headcount. This could be due to misreporting of administrative positions as part of teaching load, and/or it could represent course overloads. Due to space considerations, we have not printed the overload salary data in this year's chart, but the district breakdown of this information is available at the Data Mart website.

Will districts maintain and continue to improve these gains for part-time faculty, or will they use the excuse of the disappearing categoricals to allow part-time salaries to fall behind again? Union strength at the local level – and the commitment of the union locals themselves to part-time equity – will be the likely determining factors.

## Higher Ed Crisis

- cont. from page 1

colleges to fulfill lower division requirements that are no longer available at the CSUs and UCs due to a combination of cuts in admissions and cuts in course offerings available to students already enrolled. The squeeze on course availability will be felt all up and down the system and consequently, many existing community college students will be looking for new jobs or increased hours at their existing jobs, impacting the already tight job market even more.

The new faculty majority, those instructors who teach off the tenure track, are on the front lines of the job cuts. Comprehensive data regarding the impacts on staffing and enrollment will not be available from the Chancellor's office for months, but trends are fairly clear: non-tenure-track faculty have lost their jobs, and more will lose their jobs in January. In districts where they were fortunate enough to have access to health benefits, many who are still working have lost their health benefits eligibility due to reductions in course load.

In districts where non-tenure-track faculty have reemployment preference through collective bargaining agreements, jobs are at least being cut in a somewhat orderly fashion, with the victims having some sense of whether they are likely to be reemployed by the district in the future. In other districts, the budget crisis offers irresponsible and vindictive administrators the opportunity to get rid of instructors for questionable reasons: instructors who resist top-down pedagogical impositions which may interfere with academic freedom, instructors who advocate on behalf of non-tenure-track faculty, instructors who are not young, instructors who refuse to accept excess students over the maximum class size. Retaliation and age discrimination may be illegal, but they are difficult to prove in a climate of slash and burn.

The **San Francisco district** has negotiated a priority order for cutting of class assignments that honors its reemployment preference system and also gives priority to the people most likely to be depending on their part-time assignments as their sole source of income. Cuts are being implemented in the following

order: retirees (both full-time and part-time), full-time overload, part-timers with no seniority (2 semesters or less), and finally pters based on seniority (3 semesters or more). With this system, not many part-timers have lost their assignments yet, though job losses are expected to happen in spring semester 2010.

In other districts, non-tenure-track faculty advocates are starting to question the continued access of full-time faculty members to overload assignments when part-timers are going without work. As Stacey Burks, president of the CWA-affiliated part-time faculty union at the **Butte-Glenn district**, has pointed out, districts who are paying a full-time faculty member to teach a course on overload while a part-time faculty member eligible to teach that course applies for unemployment compensation, the district is paying for that course twice. Subsequently, the Vice President for Learning & Economic Development at Butte-Glenn, Ken Meier, issued a memorandum instructing deans and program directors to give priority in hiring to part-time faculty for summer sessions and intersessions, and to discourage full-time overloads larger than one course if part-time faculty are available. "It is unfair and unproductive for full-time faculty to take potential work from part-timers. Huge overloads also undermine quality as do large overloads and second jobs at other institutions," Meier said.

It's hard to say who specifically is to blame for this



mess when so many factors have contributed to it. The legislature is ruled by the tyranny of the minority due to the California constitution's outmoded 2/3 requirement for passage of a budget. Fearmongering continues to feed an out-of-control prison budget while education spending shrinks in comparison every year, and the governor refuses to exercise the leadership necessary to combat it. Inequitable property tax caps for corporate interests, the unplanned offspring of Proposition 13, have become institutionalized in the scenarios of the state's economic power brokers.

In the midst of this storm, the higher education institutions themselves protect their reserves for some future rainy day, imposing cuts on the most powerless: the non-tenure-track faculty, the low-wage workers, and the students. University of California president Mark Yudof persuades the Regents to give him emergency powers, and community college administrators advocate for exceptions to the mandate that at least 50% of expenditures be made for instruction.

Yudof, despite his own misplaced priorities, is right about one thing: "The shine is off of [higher education]. It's really a question of being crowded out by other priorities."

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## Summit - cont. from page 1

colleges because virtually no one is representing part-timers. Our system is based on the right of every individual to stand up and proclaim their needs, and your BOT members need to hear from you.” He suggested the following activities for part-timers:

- 1) educate new trustees as to their legal rights in negotiations.
- 2) publicize part-time successes at every BOT meeting like full-timers do.
- 3) create a political action committee (PAC).
- 4) form alliances with labor and other community groups.
- 5) decide if you need a separate union that represents your values and needs.

Stampolis also cautioned that trustees on the League are investigating how to wave the 50% law to give districts more “flexibility.” He is actively blocking this, saying administrators have been abusing this law for years and while administrators attend these meetings, no faculty groups opposing this “flexibility” have ever shown up. League meetings are open to the public and are advertised on the Community College League of California’s web site. “If we don’t hear from faculty it makes our position in opposition that much more difficult,” said Stampolis.

Another topic discussed was securing full voting rights for part-time faculty in union activities and contracts, academic senates, elections of department and division chairs, and every other part of shared governance. Without full voting rights, there is no shared governance. CCA independent member Annette Deglow spoke passionately about universal faculty suffrage, believing this to be the most urgent issue facing part-time faculty.

Bob Schoenherr discussed Keenan programs to meet the need for part-time faculty health care. “In California, seven out of ten people applying for individual health insurance are currently rejected.” Keenan’s Ben-Ellect is a web-based health care program sponsored by CPFA and FACCC for employees who apply and pay on the web.

“When part-time issues are left unfixed, harm is done to full time faculty, whether or not they admit this” said CCA President Ron Norton Reel. “With 18,000 full timers in our state and 47,000 associate faculty, part-timers are indeed the “New Faculty Majority.” If we all don’t fight the battle for part-timers’ rehire rights, parity and equality, our system of faculty educators will be greatly harmed.”

**New Faculty Majority:  
The National Coalition for Adjunct and  
Contingent Faculty**

**This new national organization is attempting to accomplish the same goals that CPFA was organized to accomplish ten years ago, but on a national level. Membership for the first year is free. Learn more about their leadership, mission, goals, and advocacy at**

<http://newfacultymajority.info/national/>

## Student loans - cont. from page 1

This will definitely have a “trickle up” effect in my case. I’ll be able to make a down payment on a house that much sooner, and others will likely do the same or get a new car or appliance sooner than they otherwise would have, which will help get the economy moving again.

For more information, read the Department of Education press release. (<http://www.ed.gov/news/pressreleases/2009/07/07012009.html>)

The press release mentions “full time workers,” but after some public input, they adjusted the definition of full time to include those who work multiple part time jobs that add up to 30 or more hours a week.

Here’s the application for IBR if you’re repaying your loans directly to the Department of Education ([https://www.dl.ed.gov/borrower/PDFFrames.jsp?PDF=othf\\_intgr\\_IBR8\\_pack.pdf](https://www.dl.ed.gov/borrower/PDFFrames.jsp?PDF=othf_intgr_IBR8_pack.pdf)).

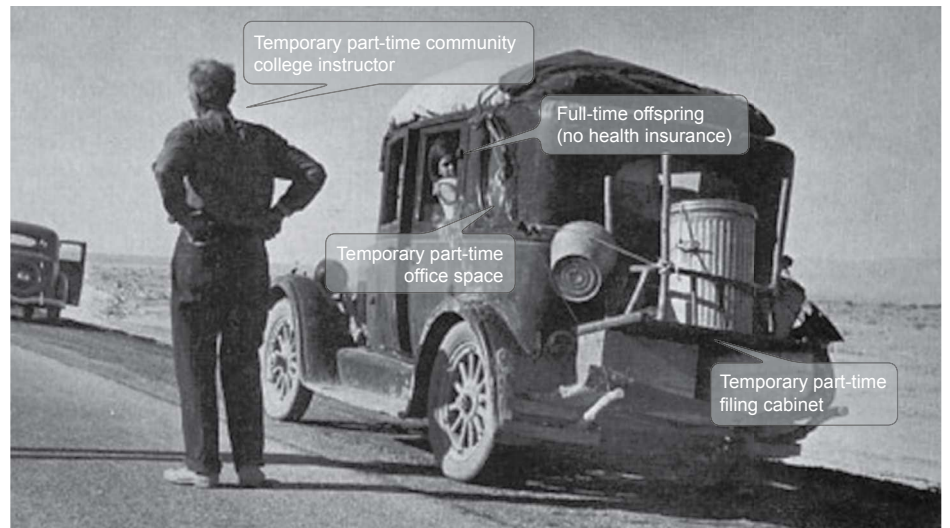
If you have a federally guaranteed loan you’re repaying to a bank, contact your lender.

The application for loan forgiveness hasn’t been posted yet. Here’s the actual regulation change for forgiveness:

<http://www.ed.gov/legislation/FedRegister/finrule/2008-4/102308a.html>

For any further developments, check [equalpayforequalwork.blogspot.com](http://equalpayforequalwork.blogspot.com).

## How is Your Journey on the Contingent Faculty Road?



### Join your CCA Colleagues for a **Day-long Part-time Issues Strand** at the CCA Winter Conference

Westgate Hotel, San Diego ~ <http://www.westgatehotel.com>

**Saturday, February 6, 2010**

see [www.cca4me.org](http://www.cca4me.org) for details!

**Contact your local CCA Part-time faculty representative for information on CTA benefits, CCA membership, and the latest progress on part-time legislation!**

CCA Campus	CCA Representative	Email
Coast College	Barbara Price	barbara@coastcca.com
Crafton Hills College	DeAnna Jensen	enginstr@aol.com
Desert, College of the	Fergus Currie	drtheatre@dc.rr.com
Gavilan College	Matt Johnston	mjohnston@gavilan.edu
Hartnell College	Eric Strayer	ericstrayer@pinxit.com
Imperial Valley College	Jean Montenegro	msmonte@roadrunner.com
Kern Community College District	Leif Syrdahl	leifricki@att.net
Lake Tahoe Community College	Eric Hellberg	hellberg@lccc.edu
Long Beach City College	Elizabeth Reeves-Arreaga	earreaga@lbcccchi.org
Mendocino College	Jessica Morris	jmorris@mendocino.edu
MiraCosta College	Kathleen O'Brien	kobrienmcc@hotmail.com
Mt. San Antonio College	Linda Chan	lchan@mtsac.edu
Napa Valley College	Linda Mallett	lmallett@napavalley.edu
Orange Coast College	Barbara Price	bamp1234@sbcglobal.net
Rancho Santiago College (CEFA)	Dave Hall	chestnutdave@yahoo.com
Rio Hondo College	Lynette Nyaggah	LNyaggah@riohondo.edu
Riverside CC, City Campus	Melissa Bourbonnais	melissa.bourbonnais@rcc.edu
Riverside CC, Moreno Valley	Cynthia Mahon	Cynthia.Mahon@rcc.edu
Riverside CC, Norco Campus	Dorothy Reina	Dorothy.Reina@rcc.edu
San Bernardino Valley College	F. Ed Nuno	fe_nuno@yahoo.com
San Joaquin Delta College	Josie Malik	josiemalik@aol.com
Shasta College	John Martin	jmartinnte@gmail.com
Sierra College	Andre Sims	dojopa@gmail.com
Siskiyou, College of the	David Donica	donica.siskiyous@gmail.com
Solano Community College	Kristie Iwamoto	kristie.iwamoto@soloano.edu
Southwestern College	Carol Stuardo	cstuardo@swccd.edu
Taft College	Diane Jones	djones@taft.org
You may also contact the part-time faculty on the CCA Board of Directors:		
Northern Part Time Faculty Director	John Martin	jmartinnte@gmail.com
Southern Part Time Faculty Director	Fergus Currie	drtheatre@dc.rr.com
District A Director	Jessica Morris	jmorris@mendocino.edu
District C Director	Andre Sims	dojopa@gmail.com
District J Director	John Sullivan	j_m_sullivan@yahoo.com
CCA Secretary	David Milroy	dmilroy53@gmail.com
CCA Treasurer	Jim Weir	jim@rst-engr.com

### CCA/CTA/NEA

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Phone: (916) 228-4900 ~ Fax: (916) 228-4911  
[www.cca4me.org](http://www.cca4me.org)



## EVENT CALENDAR

**February 6, 2010**

**CCA/CTA Part-time Faculty Strand:**  
Westgate Hotel, San Diego

**March 19-21, 2010**

**CFT Convention**  
Wilshire Grand, Los Angeles

**March 25-28, 2010**

**Joint NEA/AFT Higher Ed Conference**  
Palace Hotel, San Francisco

**April 17, 2010**

**CPFA 2010 Conference**  
Orange Coast College, Costa Mesa

**August 13-15 2010**

**COCAL IX: North American Conference  
on Contingent Academic Labor**  
Université Laval, Quebec City



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### California Part-time Faculty Association MEMBERSHIP APPLICATION OR RENEWAL Please print legibly

Name \_\_\_\_\_

Home phone \_\_\_\_\_ Email address \_\_\_\_\_

Address \_\_\_\_\_

College/district \_\_\_\_\_ Department \_\_\_\_\_

Application date: \_\_\_\_\_ Renewal? (Y or N) \_\_\_\_\_

Select either OPTION ONE (payroll deduction) or OPTION 2 (payment by check).

**NOTE: Districts with CPFA payroll deduction are:**

**Butte, Cabrillo, Contra Costa, Foothill-DeAnza, Hartnell, Glendale, Grossmont-Cuyamaca,  
Mira Costa, Palomar, Riverside, Santa Monica, Shasta, Solano, Southwestern, and West Kern.**

Contact your district's payroll department to set up payroll deduction if your district is not on this list.

\*\*\*\*\*

#### OPTION ONE: PAYROLL DEDUCTION AUTHORIZATION

To: \_\_\_\_\_ Community College District:

You are hereby authorized to deduct from each of my regular salary warrants the amount below for professional organization dues and transmit these deductions to the California Part-time Faculty Association, without further liability to the above named district. This authorization shall remain in effect until modified or revoked in writing by the California Part-time Faculty Association or me.

Please check one: Regular Membership \_\_\_\_\_ \$4/month  
Sustaining Membership: \_\_\_\_\_ \$10/month

Signature (for payroll deduction): \_\_\_\_\_ SS or Employee ID# \_\_\_\_\_

\*\*\*\*\*

#### OPTION TWO: PAYMENT BY CHECK. Please make check payable to "CPFA"

Please check one: Annual Membership: \_\_\_Regular \$40 \_\_\_Sustaining \$100  
Annual Institutional Membership \_\_\_Sustaining \$500

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Visit our website at [www.cdfa.org](http://www.cdfa.org). Questions? Contact Chris Coyle, [sharks1900@gmail.com](mailto:sharks1900@gmail.com)

With either payment option, mail the entire application to:

CPFA Membership  
2118 Wilshire Boulevard, PMB 392  
Santa Monica, CA 90403

### Contact your leaders now:

Tell these faculty organization leaders you want job protection for all NTs (non-tenure-track faculty) within the California Community College system. Also tell them you want them to support CPFA's efforts on this bill.

Ron Norton Reel, President  
Community College Assn./CTA/NEA  
[ronnortonreel@aol.com](mailto:ronnortonreel@aol.com)  
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Richard Hanson, President  
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12345 El Monte Road  
Los Altos Hills, CA 94022

Carl Friedlander, President  
Community College Council/CFT/AFT  
[cfriedlander@aft1521.org](mailto:cfriedlander@aft1521.org)  
1127 11th Street, Suite 806  
Sacramento, California 95814

**Don't know who your local union is?**  
Go to [www.cdfa.org](http://www.cdfa.org) and click on "Community College Union Affiliations and Links to Contracts."

### Have you JOINED your union?

The only way part-time faculty members will get attention at the bargaining table is to have a strong union membership base. Join your union local today if you are not already a member.