

CPFA NEWS

Serving 42,967 Non-tenure Track Faculty in the California Community Colleges

Volume 10/Number 2 Spring 2009

Speaking with one voice, singing one key: an interview with Carl Friedlander and Ron Reel

-- Robert Yoshioka

Just as January 20, 2009, marked the beginning of a new era in American politics and public life, February 20-22, 2009, saw the public announcement that exploratory discussions surrounding the possibility of unifying the Community College Council (CCC) of the California Federation of Teachers (CFT) and the Community College Association (CCA) of the California Teacher's Association (CTA) were taking place.

Great ideas often begin with a flash of insight. According to Ron Norton Reel, CCA President, it was during the course of a regular CCA officers' meeting almost two years ago, when trying to assess the effectiveness of CCA's legislative advocacy program at the statewide level, that it became clear that the general consensus around the table was that CCA's efforts, while forward-moving, seemed to fall short of their own

expectations. Ron noted, "We looked at recent community college legislation that other groups had accomplished and felt that none had been as effective as they might have been."

"What if," mused Ron, "for starters, we could create a faculty unit that included CCA (CTA, California Teachers Association), and CCC (CFT, California Federation of Teachers)?" "What would this new unit look like?" "How would it function?" "Would such a unit be effective or would it prove to be unwieldy?" With questions like these swirling around his head, Ron called Carl Friedlander, CCC/CFT President, and ran this idea by him.

Ron got an immediate and positive response from Carl Friedlander. That was the beginning of a series of carefully crafted and low-profile meetings between Ron and Carl and a small number of representatives of both unions. After an initial exploratory period, it became clear

that ground rules needed to be established and functional aspects of such a merger needed to be explored; beginning with determining the legality of forming such a unit; followed closely by looking into how such a unit would be received

Merger interview - conti. on p. 6

Inside this issue:

Chair report p. 2

Legislative updates p. 3

Guide to Acronyms p. 5

Rehire rights contract links p. 5

Academic Senate survey p. 6

April 30: New Majority Faculty Day with national update p. 8

What's the matter with Gavilan? efforts at bargaining unit inclusion falter

-- Sandra Baringer

Since organizing drives over the past ten years achieved union representation for part-timers in a number of community college districts in which part-timers had been previously unrepresented, there is now only one remaining district where part-time faculty cannot collectively bargain their salary and working conditions: Gavilan College in Gilroy.

Two years ago, it looked like that might be about to change. The local affiliate of CCA/CTA that represents full-time faculty and part-time faculty who have taught between 40% and 60% of a full-time load three semesters in a row asked its members to vote on the question of whether or not to change the contract language to include all part time faculty in the bargaining unit. According to the union local's website, the vote of the union members who voted was 67% in favor of wall-to-wall inclusion, 33% against.

A fact sheet was circulated and two informational forums were held before the vote

took place. CTA election guidelines had been used by the election committee with the following instructions: "Current bargaining unit members who pay dues will vote in a binding election and other faculty members not in the bargaining unit will be asked to vote in a non-binding election to determine if they want to be covered by the contract." The part time vote was extended due to reports that some faculty did not receive ballots, so ballots were given to those people and extra time for voting was provided.

The vote of the part-time faculty members who are outside the unit (0-40% FTE) was overwhelmingly in favor of inclusion: 88% in favor and 12% against (66 to 9). However, the 75 out-of-unit part-timers who voted comprised fewer than half of the out-of-unit part-time faculty members, even after extending the deadline.

Now, it looks as if the union leadership is trying to renege on inclusion because they did not like the outcome of the vote. Some full-time members

FACCC conference addresses budget, other issues

-- Stacey Burks

FACCC's Annual conference, held this year on March 1 to coincide with its annual Lobby Day, March 2, was all about Advocacy & Policy; nonetheless, concerns over the state's budget took top billing. How could they not? During a panel discussion entitled, *Today's Budget & Legislative Realities*, Amy Supinger, Consultant, Senate Committee on Budget Fiscal Review, shared a powerful analogy regarding our last budget quagmire and Community Colleges. As was stated during the panel discussion which included Steve Boiland (Legislative Analyst's

Gavilan - continued on p. 5

FACCC conference - cont. on p. 4

Chair report

- David Milroy

What a great time it has been to be chair of CPFA!

When I first got involved with CPFA back in 1998, there were no part-time committees in the unions and part-time involvement was limited to a small hand-full of part-timers who worked alone trying to voice our concerns.

Today, there are part-time committees, reps, directors, and even officers in all of the associations. Most recently, COCAL VIII in San Diego brought together nearly 200 contingent faculty from Canada, the U.S. and Mexico to discuss our issues in three languages and COCAL is already planning COCAL IX which promises to be another international success.

Local faculty associations have greatly increased part-time faculty representation and participation in negotiations, which has resulted in substantial raises, increased health benefits, and paid office hours for many. While rehire and priority assignment rights have been negotiated on a few campuses, it has become evident that real progress will only be made for all part-time faculty through legislation. The good news is that we already have several drafts for possible legislation based on negotiated language from Butte College and Santa Monica College, as well as proposals from the CFT Part-time Committee. With the current atmosphere of cooperation among the various faculty associations and the vastly increased participation of part-time faculty in those groups, it is very likely that we will soon see an end to our contingent employment nightmares.

Another very promising development comes from the discussions between CCA/CTA and CCC/CFT concerning a possible merger of these two great unions. Representatives from NEA, AFT, CTA, CFT, CCC and CCA have been discussing the possibility of joining the community colleges under one *mega-union* which would be affiliated with both NEA and AFT, as well as CTA and CFT. This new union would represent over 90%



of the California community colleges and have the combined resources and talents of both of these national and state-wide organizations. The possibilities for future successful legislation to benefit both students and faculty -- especially part-time faculty -- are limitless.

The lack of representation that caused CPFA to be born in the El Chorro camp-ground over 10 years ago has been replaced by a dedicated and strategically powerful part-time faculty presence across the state in every faculty association and on nearly every campus. I'd like to think that much of this progress is due, in some small way, to the members of CPFA and our dedication to part-timers everywhere. Now we are Non-Tenure Track Faculty...we can work up to 67%.... and soon all of us will have the same working conditions, parity salary and benefits as our tenured track colleagues.

Yes...it has been a good time to be Chair of CPFA...and the years ahead promise even greater achievements! Thanks for the memories, the dreams that have come true...and the victories in our future!

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 107 community college campuses. Send your letters, ideas and articles to sbaringer@gmail.com.

--Sandra Baringer, CPFA News Editor

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Publication and Circulation: CPFA ProNews is published twice a year: fall and spring semesters. Circulation: 51,000. Distributed statewide to faculty, administrators, and district board members at all California community college campuses.

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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:

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Bill introduced to help part-timers get short-term disability insurance

-- Mary Ellen Goodwin

The Faculty Association of California Community Colleges (FACCC) is sponsoring AB 381 (Block), legislation that will modify the unemployment insurance code to give part-time community college faculty the ability to elect, as a group, to participate in the California State Disability Program (SDI). Current law requires *all* members of a bargaining unit to be covered by SDI, not just a subset of that population. The proposed law would allow the part-time and full-time faculty workforces to separately elect participation in SDI; joint agreement by the groups would not be required.

Currently part-time faculty can use accumulated sick leave only during an academic term in which they are employed. In most cases, part-time faculty lack coverage to financially protect themselves for a protracted duration, unless the disability is work-related and covered by Workers' Compensation. Under the SDI plan, an employee would be eligible for SDI compensation for pregnancy disability leave (a minimum of 10 weeks) and for recovery from a non-work related illness (up to 52 weeks). The plan also provides for paid parental, family, and bereavement leave as well as for short-term disability

Further if a faculty member is collecting unemployment insurance and becomes ill and unable to look for work, he or she becomes ineligible for continued unemployment benefits. However, under the SDI program, part-time faculty members would be seamlessly transferred out of unemployment insurance (UI) and into SDI

To arrange for an informational workshop for your campus, contact Andrea York at the FACCC office (916-447-8555).

Mary Ellen Goodwin teaches ESL at De Anza College and is the northern part-time representative on the FACCC Board of Governors.

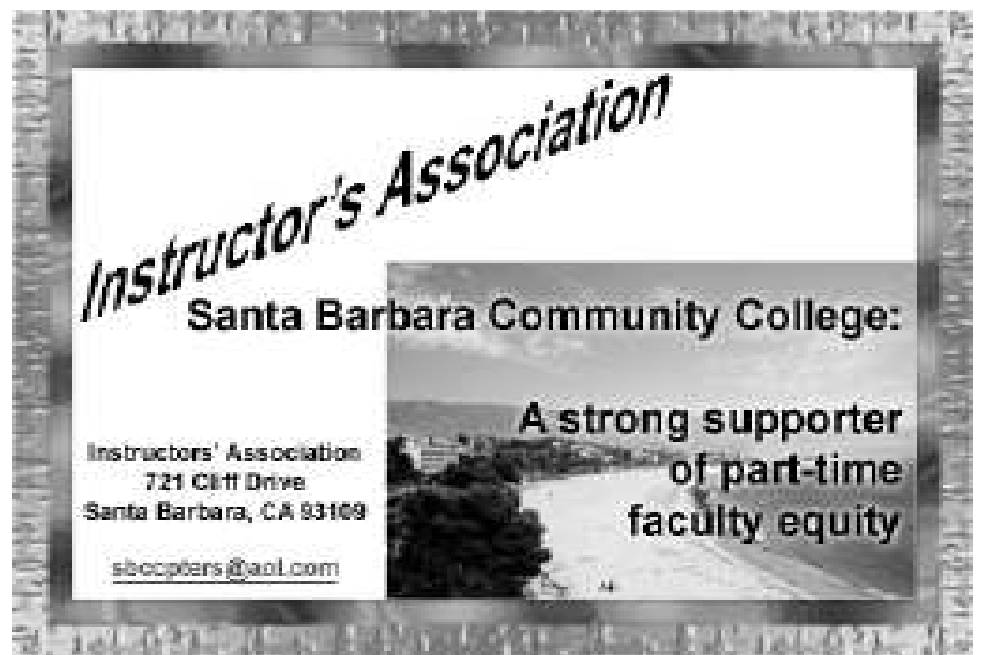
ACR 31 calls for increasing full-time faculty positions and providing pro rata pay for part-time faculty

This year's version of AFT's Faculty and College Excellence (FACE) campaign legislation has been introduced as ACR 31 (Ruskin), an intent resolution that commencing in the fall term of the 2010-11 academic year, and continuing each academic term thereafter, each campus of a community college district with less than 75 percent of its full-time equivalent faculty being tenured and tenure-track faculty, should increase the percentage of full-time tenured and tenure-track faculty so that the 75 percent minimum is accomplished no later than the fall term of the 2017-18 academic year. That commencing with the fall term of the 2010-11 academic year, each campus of a community college district should reduce the gap between 75 percent and the current percentage of full-time equivalent faculty who are tenured or tenure-track by at least 10 percent each academic year.

The resolution also contains content language for closing the pay equity gap between full-time faculty and part-time faculty. CFT felt an intent resolution would be the best strategic move this year due to the state's budget problems.

CFT adopts resolutions calling for legislation mandating rehire rights and inside promotions to full-time positions for part-time faculty

The full text of these resolutions can be viewed under "What's New" at www.cdfa.org.



Letter to the editor

Dear CPFA News:

I regularly laugh at the socialist propaganda in your periodic rag. I decided to write this to rub the defeat of California's Prop. 92 in the AFL-CIO's face, and will do so again if your kind try another round at government-run health care. I get tired of the constant comparison of America and Europe. If Europe is so great, go live there - we don't want you infecting America. I love teaching, but I will never, ever join a union. The only people who need unions are those who are too spineless to do things right or those who are too incompetent to keep a job on their own merit.

-- Alan Viarengo, Gilroy

Mr. Viarengo is a part-time mathematics instructor at Gavilan College.

CFT is the solid voice for California adjuncts.

Adjuncts elected to represent part-time concerns in the CFT Community College Council

Mike Dixon and Mehri Hagar Ventura Colleges

John Govsky Cabrillo College

Carmen Roman-Murray San Francisco City College

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

**California Federation
of Teachers**

AFT, AFL-CIO



www.cft.org

A Union of Professionals

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

Marty Hittelman
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Dennis Smith
Secretary Treasurer

Laura Rico
Senior Vice President

of the Faculty Association have since declared the election a “non-binding straw poll.” Discussions on the board have suggested that part-time faculty would not like to pay dues or representation fees, so should not be included in the union. The fear of being sued by part-timers who do not want to join or be represented by the union has also been mentioned on several occasions.

Meanwhile, the negotiating team consists of 100% full-time faculty. In a survey of unit members, part-timer pooled health insurance for 40%+ FTE part-timers (no cost to district) actually made the cut as a possible item to use as a bargaining opener, but the negotiating team immediately dismissed it because they do not want to reopen the benefits article.

As for the possibility of seniority/reappointment rights for part-time faculty, Gavilan has formed a “study group.” This study group was formed as a result of last year’s negotiating stalemate on the issue. The study group, made up of two faculty members and two district representatives, has met only once, and the district has expressed its lack of interest in further meetings. The faculty members are preparing a fact-finding report for the district and hope to reopen the discussions.

Under the Educational Employment Relations Act, the California law covering public education employees, a group of employees such as these unrepresented part-timers can form their own union if 50% plus one of them were to sign cards requesting formation of a bargaining unit. PERB (the Public Employee Relations Board) then counts the cards, determining their validity, and if the 50% + 1 threshold is reached, certifies the bargaining unit for a secret election. This process could be more complicated in this case than in some of the previous new part-time faculty unit formations by the fact that the higher-FTE part-timers are already in the existing unit.

The standard for forming a unit is “community of interest.” One would think that part-timers have more of a community of interest with each other than with full-time faculty, given all the circumstances, but there is another such example – the Coast district in Orange County – where part-time faculty working at or above 50% FTE are in the full-timers’ union (CFT) and those with lower FTEs are in a separate union (CTA). Carving up teachers into more than two separate bargaining units occurs in other states as well, such as New Jersey, where 20% and lower FTE “adjuncts” often have separate bargaining units from part-timers with higher FTEs.

The existing union at Gavilan may be skittish about incorporating all part-time faculty into their bargaining unit with such a low vote turnout because of what happened in the Santa Clarita district, where the CTA/NEA-affiliated full-time union attempted to do so while part-timers were already attempting to organize separately with CFT/AFT. That situation resulted in a PERB lawsuit, and the part-timers now have a separate CFT union. But the AFT organizing project has expressed no interest in the Gavilan situation, probably not deeming the small size of the unit worthy of another such battle, especially with the community college arms of the two state unions engaged in merger talks.

To be fair to the Gavilan faculty association, at least they are attempting to communicate with part-time faculty at Gavilan. There are many union locals who do such a poor job of representing their part-time

A Guide to Acronyms and Organizations in Higher Education

AAUP - American Association of University Professors

A nationwide professional association that acts as a union in a small number of California institutions (i.e. has collective bargaining rights).

CCA/CTA/NEA - Community College Association / California Teachers Association / National Education Association.

A union.

CCC/CFT/AFT - Community College Council / California Federation of Teachers / American Federation of Teachers.

A union.

CCCI - California Community College Independents.

A consortium of union locals unaffiliated with any of the larger unions.

CPFA - California Part-time Faculty Association.

A statewide professional association for non-tenure-track community college faculty that does not seek collective bargaining rights, acting as networking support for part-timers within their unions.

CWA - Communication Workers of America.

A union; has collective bargaining units for part-time faculty in a few districts.

FACCC - Faculty Association of California Community Colleges.

A statewide professional association that does not seek collective bargaining rights, engaged in legislative advocacy and professional support for community college faculty.

related groups:

AFL-CIO - American Federation of Labor-Congress of Industrial Organizations.

A national union coalition with which AFT and CWA, but not NEA, are affiliated. Contrary to common misunderstanding, AFL-CIO is not “The Teamsters.” In fact, the Teamsters recently dis-affiliated from AFL-CIO.

CFA/CTA/NEA - California Faculty Association/CTA/NEA.

Also affiliated with AAUP and SEIU. Represents all faculty in the California State University system

UC-AFT - University Council -AFT.

Also affiliated with CFT. Represents non-tenure-track (non-Senate) faculty in the University of California system.

faculty in bargaining that the part-time instructors at their institutions are not even aware that they are in a union. This sad state of affairs can occur when an entire negotiating team is composed of full-time faculty members, a regressive flat-fee dues structure is so patently unfair to low-paid part-timers that no one even attempts to get them to join, and a union is reluctant to impose a fee for representation on them (agency fee) either because of a regressive flat-fee structure, lack of decent representation of part-time interests in bargaining, or both. With no outreach to part-timers, it is all too easy for full-timers to then assert that part-timers are not interested in union representation.

Meanwhile, who speaks for the Gavilan part-timers? *CPFA News* once received a letter from Gavilan math instructor Alan Viarengo asserting that “The only people who need unions are those who are too spineless to do things right or those who are too incompetent to keep a job on their own merit.” The vote seems to have indicated that his voice is not that of the majority, but if the majority do not speak for themselves, it seems others will be doing it for them, one way or another.

Rehire Rights Language in Collective Bargaining Agreements

CPFA News published the full text of Santa Monica College’s rehire rights contract language for part-time faculty in the last edition along with an article comparing rights in selected other districts that have negotiated such rights. As CPFA continues to pursue legislation that would mandate that ALL community college districts provide at least some level of rehire rights for part-time faculty, we print here a list of links to some of the best-practices contracts:

Butte - <http://www.butte.edu>. Go to Human Resources Department, then look under “collective bargaining agreements.”

Foothill-De Anza: fa.fhda.edu

Los Angeles: www.aft1521.org

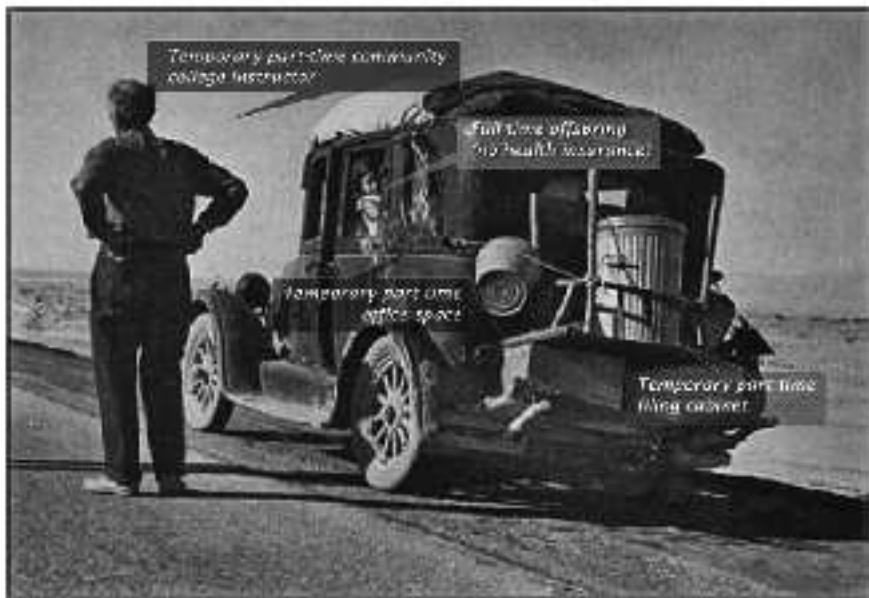
San Francisco: www.aft2121.com

Santa Monica: www.smcfa.org

Ventura - www.aft1828.com

How is your journey

on the Contingent Faculty Road?



Join your CCA Colleagues
on Saturday, May 2nd in Sacramento for the
2009 CCA Part-time Issues
Northern Regional Conference

see 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!

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Office) and Erik Skinner (Vice Chancellor for Fiscal Policy, California Community Colleges), community colleges fared well during the last budget cycle. However, Amy's analogy helped put things into perspective when she likened what we'd been through to a hurricane. According to her, while we lost our buildings, we were able to save our loved ones, pets and valuables. Most other agencies lost buildings, loved ones and most of their valuables. She warned that a second hurricane was looming and that during the second storm, community colleges will lose what was spared during the first storm.

It was the feeling of those presenting that the May revise, now moved to June because of the special election, May 19, will take even longer to pass than the one that was finalized in February. While the last budget stalemate was caused by a 41 billion dollar deficit, it was suggested that the projected 09-10 deficit will be much higher, perhaps by a multiple of three. According to the panelists who spoke, Republicans are planning to hold their ground when it comes to raising taxes (which they vehemently oppose) and will ask that the deficit be made up by cuts and more cuts. So while CC's came out fairly well this budget round, we should anticipate taking some significant hits the next budget cycle.

A second panel, *From the Capital to the Classroom: New Legislation*, focused on and reviewed the new round of community college legislation. Rather than rattle them all off, I've chosen just a few that I hope might be of interest to you, beginning with **AB 381 (Block)**. Worked on by the FACCC part time committee and sponsored by FACCC, this would allow part timers within a wall-to-wall bargaining unit the separate ability, to elect, as a group, to participate in SDI (California State Disability Insurance Program). Also—

AB551 (Furutani)--FACCC and The Community College Board of Governors are the co-sponsors of this bill which is arguing for automatic backfill for Community Colleges, currently provided for grades K-12. The purpose of the bill is to protect community college districts from fiscal uncertainty and financial loss that may occur with a shortfall in property tax revenue.

While the following wasn't discussed during the panel, it is an active bill that's been referred to the Committee on Higher Ed.

ACR 31 (Ruskin) Community College Faculty

This measure would express the intent of the Legislature that the California Community Colleges increase the number of full-time tenured and tenure-track faculty and increase salaries and specified benefits for part-time and non tenure-track faculty. (see page 3 herein).

The May revise is being moved until June to allow for the tally of the special election results (May 19); While there are six initiatives for voters to contend with, "1B is of particular interest to us--here's a brief summary in support:

The budget crisis has cut \$12 billion from our schools. Over 5000 teachers have been laid off; thousands more are threatened. Prop. 1B starts the process of paying our schools and community colleges back as economic conditions improve. Our future depends on the investment we make in educating our children."

To read up on all of the measures you can go to: http://www.sos.ca.gov/elections/elections_j.htm#2009statewidespecial

It has been suggested that if the six measures do not get voter approval, the state will be looking at an additional 5.8 billion (or greater) shortfall than already projected.

While there was much work done during the day, FACCC ended the evening with a dinner and awards show. Congratulations to Debra-Dahl Shanks for being awarded the Margaret Quan Part Time Advocate of the Year Award, given to an outstanding part-time faculty advocate whose work impacts faculty statewide. Deborah was FACCC's Northern Part Time Governing Board representative for six years and spent much of them working on STRS, becoming one of the state's experts on all things STRS—how Districts should report it, how WEP impacts it and how part timers can better understand it. The award was richly deserved, so congratulations Deborah!

Merger - continued from page 1

by the two national organizations: the NEA, The National Education Association, and the AFT, The American Federation of Teachers.

Both Ron and Carl approached their respective statewide affiliates: CTA and CFT. From there, they asked the NEA and the AFT for guidance. Currently all interested parties have representation at the discussion table. Both Ron and Carl acknowledged that while CFT and CTA had different histories, in general, the two statewide organizations were willing to allow discussions of such a merger to begin.

CFT already represents classified employees in a number of community college districts. CTA currently represents many classified employees within K-12 and while there are not classified employees in CCA at this time, that provision is now possible. Both Carl Friedlander and Ron Norton Reel believe that the merged community college structure should fully incorporate community college classified employees. Both groups want this new unit to have the ability to represent classified employees within the new unit.

While this kind of merger makes good sense on many levels within each of these labor organizations, in individual community college districts and most importantly, for both full-time/tenure track (TT) and part-time non-tenure-track employees (NTTEs), these discussions are clearly at a nascent stage. In a communiqué, both CCA and CCC raised a number of issues.

The parties are deeply concerned about preserving access and maintaining and improving the high quality of education provided in California's community colleges, and will be seeking opportunities to work together in close partnership on issues of mutual interest as the talks proceed. A set of general principles that

will guide the unification discussions was agreed upon.

To put this enterprise into perspective; between CCA and CCC, both unions represent more than 85% of all faculty in the California Community College System; almost all of the remaining faculty are represented by CCCI (California Community College Independents), AAUP (The American Association of University Professors), CWA (Communications Workers of America – who exclusively represent part-time non-tenure-track). Mira Costa full-time faculty and Gavilan part-time faculty are the only unrepresented units.

Both Ron and Carl were quick to point out that any of the other unions would be welcomed to join this new group to provide an ever greater representation of faculty should they decide to participate.

For NTTTE's there are a number of obvious questions that need to be asked and answered. To that end both Ron and Carl were interviewed for the *CPFA News* early in March, 2009, and some of their responses are summarized below. Both Ron and Carl were asked to speak in very general terms to the following broad issues and considerations:

1. As to the level of participation of NTTTE's in this new unit, both Ron and Carl are committed to insure fair and proportionate representation for all stakeholders from the outset, whatever the organizational structure. At this point it is much too early to speculate what form governance and membership will take.
2. Each union member, whether they be tenure-track or non-tenure-track, will have one vote per person as members. The intent is to create a dues structure that is fair to part-timers. Both CTA and CFT leaders are committed to making the fight for parity a central priority of this new organization. Such a single unit representing both groups of faculty in a district would create a better bargaining framework for ALL faculty, and a single bargaining unit would be much more effective in presenting a focused agenda.
3. A single faculty union, representing nearly 90% of all community college faculty, would have much more clout in the legislature and at the community

college system offices in Sacramento as well. This unit would be able to minimize conflicts of interest and promote faculty support at the local level by, for example, being more active and effective in local Board of Trustee elections.

Both Ron Norton Reel and Carl Friedlander are taking steps to inform and involve their union members in ongoing discussions around the creation of this Community College United Faculty Union. Both CCA and CCC are convening regular working group meetings and are involving their respective non-tenure-track units in breakout sessions at statewide, regional and local meetings, because both Reel and Friedlander believe that part-timers need to become involved in the creation and development of this mega-union.

CPFA will continue to monitor this situation and will be reporting regularly on the evolution of this exciting new collaborative experiment. The actual creation of such a unit is still in the future, but open discussions have begun. Of course, nothing can be finalized without a vote of the membership of both groups, and approval for this new unit by CTA, CFT, AFT, and NEA.

Academic Senate survey results

In an article in the December 2008 issue of *The Rostrum*, the quarterly publication of the Academic Senate of the California Community Colleges, Richard Mahan of the Senate Executive Committee reports on the results of a survey of 80 full-time and part-time faculty members from across the state.

The results of the survey indicate that though most part-time faculty have access to voice mail, email, a mailbox, and copying services, few have access to private offices in which to meet with students. 72.7% of local academic senates have some form of "dedicated representation" for part-time faculty; "the presence of one or two part-time faculty serving on a local senate, however, is a far cry from meaningful involvement."

The survey reports that 52% of basic skills instruction statewide is being provided by part-time faculty, with "nothing [to] suggest that these faculty members are not well trained, committed, and passionate faculty members, but the part-time survey does suggest that part-time faculty are generally not well integrated into institutional dialogue about pedagogy, curriculum design, program review, or accreditation... Such integration was one of the key predictors of success cited in the research for the Basic Skills Initiative."

Mahan argues that "if student success really is the most important outcome our colleges strive to meet, we must rethink the notion that 40% of instruction statewide – and even higher levels in developmental courses – can be provided by faculty in whom our colleges have made a minimal investment in resources and the intangible but crucial qualities of respect and involvement."

The full article is online at www.asccc.org.



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San Diego Adult Educators Local 4289

Santa Monica College Faculty Associaton

Ask your union local to join us as an institutional member!

National update: New Majority Faculty Day April 30

-- Sandra Baringer

Many campuses across the United States will see rallies, press conferences, and other actions on New Majority Faculty Day, April 30, a day dedicated to raising the visibility of all faculty teaching outside the tenure system.

The percentage of instruction delivered by non-tenure-track faculty in United States institutions of higher education has risen over the past decade from somewhere around 45% to close to 70%, leading to the new identity tag, the New Majority Faculty.

Bob Samuels, president of UC-AFT and one of the people promoting April 30 as a day of action, says that "by teaching our classes outside, organizing rallies, holding press conferences, and carrying signs, we will gain national media attention and a stronger sense of internal unity."

The rallying cries are equal pay for equal work, defense of teachers against arbitrary firing, protection of academic freedom, support for students, and resistance to budget cuts.

Meanwhile, COCAL has established a new website, www.cocalinternational.org, to serve as an information clearinghouse for such activism, with plans for a newsletter several times a year to be posted on the website and distributed in print.

But it isn't just underemployed and underpaid faculty themselves who are calling for action. Last fall, a top-level college administrator joined in at a national conference of the College and University Professional Association for Human Resources. Angelo-Gene Monaco, associate vice president from the University of Akron, told attendees that even Wal-Mart is a "more honest employer" of part-time workers than colleges and universities.

"We helped create a highly educated part of the working poor, and it's starting to get attention from outsiders," Monaco said. Saying that it was up to human resource administrators to do something about the situation, he suggested improving benefits structures and sloppy hiring practices, combining part-time teaching positions with other job descriptions within institutions to make up a full-time load, increasing course load for tenured faculty members, and treating adjuncts more like professionals by giving them office space and inviting them to holiday parties.

In more recent news, Martha J. Kanter, chancellor of the Foothill-De Anza Community College District, has been chosen by President Obama to be under secretary of education, announced in late March by Secretary of Education Arne Duncan. Foothill-De Anza is one of the largest community college districts in the country, and home to two former chairs of CPFA, Chris Storer and Mary Ellen Goodwin. Chancellor since 2003, Ms. Kanter was previously president of De Anza College for ten years, and before that, vice president for instruction and student services at San Jose City College and director, dean, and vice chancellor for policy and research in the California Community Colleges chancellor's office. She is also a past president of the Association of California Community College Administrators.

-- Thanks to Scott Jaschik of Inside Higher Education for information on the Monaco speech.

Apply for unemployment compensation benefits when your current term is over.

See www.cpfa.org under "Resources for Activists" or contact your local union.

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