



# JOURNAL

SPRING 2024 · VOL XXVIII · NO. I

FORMERLY CPFA NEWS · PUBLISHED BY THE CALIFORNIA PART-TIME FACULTY ASSOCIATION

## UPCOMING: THE (VIRTUAL) 2024 CPFA CONFERENCE

On **Saturday, April 20th, 2024, from 10:00 a.m. to 4:00 p.m.**, the California Part-time Faculty Association (CPFA) will be hosting its annual conference virtually via Zoom. Registration for the event is required, but it's free and all part-time faculty allies are welcome.

This year's highlights include a panel on the One-Tier Model, and a discussion on Assembly Bill 2277 (AB 2277), which deals with raising the part-time teaching cap from 67% to 85% of a full-time teaching course load. Authored by Assemblymember Greg Wallis, AB 2277 is now moving through the California State Legislature.

The final presentation at this year's conference will be by Suzie Dixon from CalRTA concerning the elimination of the WEP/GPO, here, in California. The WEP/GPO (Windfall Elimination Period / Government Pension Offset) greatly impacts all part-time faculty when they retire. Working for an employer who didn't withhold Social Security taxes can reduce your Social Security benefit in retirement.

If retirement is on your mind – please register and join our conference for vital information that may save you undue heartache when you retire!

Remember registration for this year's virtual conference is required, but open and free.

Register online today at: [CPFA.ORG/conference-registration](https://www.cpfa.org/conference-registration)

## Part-time Healthcare & AB 190: What Management Says vs. the Truth

By Geoff Johnson

***The money will go away, or it's uncertain.***

TRUTH: The governor personally pushed for the inclusion of the 200 million dollars in ongoing funding into the state budget which was supported and adopted by the governor. For the money to go away, the legislature and governor both would have to support the reduction of funding. It would be just as likely for the governor to cut funding for community colleges altogether, yet it looks unlikely that community colleges are shutting down.

***The money is not sufficient.***

TRUTH: Last year, districts representing close to 30% of all part-time

faculty statewide adopted AB190, fully reimbursable healthcare for their part-time faculty, while a number of other districts adopted a 50% reimbursable plan (the state pays for 50% of their part-time coverage). To date, the state has only had to pay 22.66 million of the 200 million dollars in ongoing funding. That's just 11.3% of the state funding! This said, all the local unions that have negotiated the AB 190-compliant, fully reimbursable plans, have "mitigating language" in their contract which allows for the district to renegotiate their part-time healthcare plan should state funds be insufficient to cover costs over a time and at a level the local union and district agree to.

*Continued on page 4...*

## Rehire Rights & Raising the Cap

By Scott Douglas, Member of the CPFA Legislative Committee

CPFA is sponsoring [AB-2277 \(Wallis\)](#) to raise the part-time teaching limit from 67% to 85% of a full-time teaching load. If successful, this would allow for the possibility of a part-time teaching as much as 12 semester units for a *Continued on page 2...*

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“Rehire Rights & Raising the Cap”

single district. The current limit is 10 units. While 2 additional units may not sound like much, for many it could mean adding an entire class and relaxing the need for daily commuting to other colleges in an attempt to cobble together enough work to make a living. A similar event occurred after the CPFA sponsored bill, AB-591 (Dymally), became law in 2008. That bill raised the cap from 60% to the current 67% allowing for the possibility of a part-timer teaching as much as 10 units instead of the then limit of 9 units.

If you were teaching when the cap was raised from 60% to 67%, you may recall that the transition was not instantaneous. It took some time before colleges felt comfortable increasing workloads. Even after increases started to occur, the majority of part-timers who benefited transitioned from teaching 6 units (40%) to teaching 9 units (60%). Even though 9 units were already allowed, it was rare because districts were fearful of getting too close to the limit. They were concerned that someone with a 60% load might pick up an extra bit of work making them eligible to sue for tenure. To this day, even in disciplines, such as math, where there are many 5-unit classes, it is very rare for a part-timer to ever teach more than 9 units.

12 units is actually an 80% load (13 units is 86.7%) and colleges should not

be fearful of offering 12 units (four 3-unit classes) as this still allows some wiggle room before getting to 85%. There is, however, fear that 80% or higher would trigger federal mandates under the Affordable Care Act (ACA) forcing colleges to offer health care (an expense they want to avoid). This fear is unwarranted for two reasons:

The workload percentage is not measured against a 40 hour work week but against teaching load. Under the rules, if you teach 12 units, you are considered to be working 27 hours per week. The ACA mandate only kicks in when an employee works 30 or more hours per week.

Even if point 1 is not enough, California now will (if districts would just

take advantage of it) reimburse the full costs to provide healthcare to part-timers.

There are other unreasonable fears. Full-time faculty are often afraid that this could result in more classes being taught by part-timers and thus result in a further reduction in tenured faculty and increased exploitation of part-timers. This fear, however, is not warranted. The number of classes that must be taught by full-time faculty in each district is mandated by law and known as the Faculty Obligation Number (FON). Districts already skate as close to that low bar as they can. The number of part-timers at a college is not at issue as it's the overall percentage of classes taught by full-timers that matters.

That overall percentage will not change no matter how many part-timers there are.

But, I hear you say, if the total number of classes taught by part-timers is capped because of the FON, and individual part-timers are allowed to teach more classes, then doesn't this mean that at least some current part-timers must lose classes? This is where rehire rights should kick in.

It's important to understand that while AB-2277 would allow for increased workload, it does not mandate it. A part-timer who has and wishes to continue teaching only one class should be allowed to continue doing so. It's also important to know that AB-2277 does require



**COMMUNITY COLLEGE ASSOCIATION**

**What are the WEP and the GPO?**

The Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) significantly reduce the amount of money that you and your surviving spouse receive from Social Security. Many career part-time instructors will not receive a livable retirement benefit from CALSTRS and may be counting on previous work giving them a sizable Social Security benefit to supplement their CALSTRS retirement.



**We're Working Hard to Repeal the WEP-GPO**

However, past surveys have shown that up to half of part-time faculty members are not aware that a significant portion of their earned social security retirement benefits might be taken away from them and their surviving spouses as a result of the WEP/GPO. CCA and CTA are working hard to repeal these burdensome policies that adversely impact our membership.



But we can't do it without you. We are stronger together! Visit [cca4us.org](http://cca4us.org) for more information and ways you can join the fight.

Tag us on social media: [#cca4us](https://twitter.com/cca4us) [#wearecta](https://twitter.com/wearecta) [#nea](https://twitter.com/nea)



# 2024 CHAIR'S REPORT

By John Martin, CPFA Chair

[Assembly Bill 2277 \(Wallis\)](#), our bill to raise the part-time teaching cap from 67% to 85% of a full-time course load, is now going through the political process in Sacramento. (For more on this bill, see Scott Douglas' article, as well as the Asm Wallis Fact Sheet in this Journal.)

The first Hearing took place in mid-April with the Assembly's Higher Education (HE) Committee. I, and a few others, went to witness this historical moment, one which is going to have a positive impact on thousands of California Community College (CCC) part-time faculty and our students. After this has passed through the Committee, it will probably be heard by the Assembly's Appropriations Committee sometime after the mid-May revision. If all goes well, this bill will sail through the assembly and the senate unanimously – again. This happened in the last two legislative sessions with only the Governor vetoing them in the end.

Considering that there's now over 2,000 bills in Sacramento, and over 1,500 bills in the Assembly alone, we are very fortunate to have found a legislator to pick this up for us. While we have finally got the ball rolling again, this bill didn't just appear in February when legislator Greg Wallis submitted it!

The real work began some 18 months ago when CPFA formed its Legislative Committee. Our Committee consists of several part-time activists and those who have both experience and expertise on how Sacramento works, particularly on how legislators think and operate. The members of this Committee include: myself, Raymond

Brennen (Foothill-DeAnza and San Jose City College), Stacey Burks (Butte College), Deborah Dahl-Shanks (retired, Diablo Valley College), Scott Douglass (Mira Costa, Palomar, etc.), and finally, Daniel R. Thompson (also of Butte College). Our dedicated group met regularly to work out all the minutiae of the bill's language so that we could ensure that it would achieve desirable outcomes.

Our short list of Ed Code changes included, not only our proposal to raise the cap, but other priority items as well, such as, strengthening the seniority system (still abused by numerous districts), and adding specific language for "due process." However, top of mind for our Committee was the political reality in Sacramento – in particular, the state's \$73 billion deficit, which had been getting attention in the news. We knew that in order to get a legislator to consider authoring one of our proposed Ed Code changes we had to shoot for items that had no cost association. As a group, the committee decided this approach was necessary in the short-term and most practical in the long-term to ensure that it would get other legislators and the Governor on board.

Now, I want to assure you that none of us on the Legislative Committee are fooling ourselves: while a 85% cap is better than a 67% cap, the ideal situation would be no cap at all! That's right, we'd much prefer NO CAP on part-time faculty teaching, which would be the logical outcome of transitioning to a one-tier system (a.k.a., the Vancouver Model) for all faculty in the CCC System. However, an "incremental approach" to tackling part-time issues has so far

proven to be the most effective way to make tangible gains as we work toward our vision of the one-tier system. While we have seen articles, policy statements and resolutions to get this initiative off the ground (see last fall's CPFA Journal, which was entirely dedicated to this topic), there is still a lack of resources and strategic planning for how to practically go about getting this achieved in Sacramento. Until we have carefully crafted language to take to legislators, and a clear strategy for how to get legislators (and the Governor!) to support such a large-scale and potentially costly bill, it's clear that we will see greater success if we use our limited resources to pursue part-time faculty priorities one step at a time.

Before I wrap up, I have to point out two things: 1) Despite our geographically scattered team, Stacey, Daniel, and I have each logged over 60 hours since January to travel and meet with legislators (and staff) in person; our actual meeting time totaled just 6 hours, but our dedication is unwavering! 2) CPFA is the only organization in the state to put forth a bill specifically for community college part-time faculty. Both of these say a lot about who CPFA is. We are proud of what we've accomplished thus far, and continue to be optimistic about our path to achieving both our short and long-term goals for improving the working conditions of part-time faculty in the CCC System.

*John Martin has been teaching in the CCC system for almost 30 years and currently teaches African-American History and U.S. History at Butte and Shasta Colleges. He's been a member of CPFA's EC since 2002 and its Chair since 2009.*

# CCCI

California Community College Independents

**We fight for part-time faculty!**

**Higher Salaries,  
Paid Office Hours,  
Job Security,  
Full-Time Opportunities  
Fair Working Conditions!**

CCCI represents faculty from  
Allan Hancock, Chabot-Las Positas,  
Contra Costa, Foothill-De Anza,  
MiraCosta, Ohlone, Pasadena,  
Redwoods, Santa Barbara,  
Santa Monica, Santa Rosa,  
Yosemite, Yuba

## SBCC Faculty Association



**The collective bargaining agent for faculty at Santa Barbara City College**

*The FA is a member of the California Community College Independents (CCCI)*

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*Continued from page 1...  
"Part-time Healthcare & AB 190..."*

**We're not sure if we'll get the money.**

TRUTH: The 22.66 million the state has paid out already strongly suggests otherwise.

**We'll have to cover all the part-time faculty.**

TRUTH: Nothing in AB190 stipulates that all part-time faculty working in a district must be enrolled in a district's health insurance program. In fact, the point and purpose of the program was to provide medical insurance to part-time faculty who otherwise had no coverage. In fact, California Ed Code Section 87864 states:

*No part-time faculty member or dependents whose premiums for health insurance are paid by an employer other than a community college district are eligible to participate in the program established pursuant to this article.*

**We'll be overwhelmed by part-time faculty enrolling.**

TRUTH: In districts like Los Rios, and San Diego, the 2nd and 3rd largest in the state, where the fully reimbursable plan has been in place since Spring 2023, just 30% of adjuncts working in the district have applied, because many have insurance through a spouse, partner, or other employers. That said, for those 30%, this healthcare protects the life and health of themselves and their family members.

**The multi-district reimbursement plan is too complicated.**

TRUTH: 13 districts have already agreed to participate in a multi-district reimbursement plan, and in fact, the plan has been functioning well in the San Diego and Grossmont-Cuyamaca districts, who have very straightforward forms that

districts can see by simply going to their respective benefits page. It's not hard — management wants to make you think it is.

**We can't do it because we provide insurance through CALPERS.**

TRUTH: First of all, this did not stop the Los Angeles and West Valley-Mission districts from negotiating fully reimbursable AB 190 Plans. That said, because of concerns that existed with rules governing CALPERS coverage related to the CSU's potentially preventing CALPERS from providing medical insurance for part-time faculty working under 50% of a full-time load, a provision was written into a recently passed bill, SB 142, which made the following change to California Ed Code 22807.5:

*"a contracting agency that is a community college district may, by resolution filed with the board, deem all part-time faculty employees who have an appointment of at least one semester and whose teaching assignment with one or more community college districts equals or exceeds two courses or 40 percent of the cumulative equivalent of a minimum full-time teaching assignment, to be employees subject to this part."*

**It will be too difficult or too costly to administer.**

TRUTH: The Los Angeles, Los Rios, and San Diego districts, the three largest districts in the state, have all managed to handle the administration of fully reimbursable AB190 plans, as have other large community college districts, such as North Orange. As for costs, if your district is paying for any part-time healthcare currently, switching to a fully reimbursable plan means they pay no costs on part-time medical coverage, insurance stipends, etc. Any such

cost could certainly be used to hire additional staff, if in fact needed.

**We can't afford to pay out the money and be reimbursed later.**

TRUTH: Districts are making this claim under the assertion that their reserves could possibly fall below 15% of their annual operating budget. Districts are only required by state law to have 5% of their operating budget in reserve—the 15% number is a chancellor's recommendation. Several districts who have agreed to the fully reimbursable AB190 plan have board reserves below 15%, that keeping their part-time faculty and their families healthy and alive is an important priority, knowing full well that they will get the money back and that providing fully reimbursable AB 190 healthcare means the district has to pay zero for part-time faculty medical insurance.

**Don't Buy What Management is Selling. Part-time Faculty Healthcare Now!**

*Geoffery Johnson is an adjunct instructor of English and Humanities at both San Diego Mesa and Southwestern Colleges. Beyond his teaching, Geoff plays an active role in advocating for adjunct faculty rights. He serves as the President of the American Federation of Teachers' Adjunct-Contingent Caucus. He also contributes by serving as the Southern Part-Time Faculty Director on the Board of Directors of the California College Association.*

*Continued from page 2...  
"Rehire Rights & Raising the Cap"*

Districts to come back to the table, if the union wishes, and negotiate (or renegotiate) a rehire rights process for part-time faculty. All colleges should have a process in place right now that prioritizes part-timers based on both their length of service to the district (seniority) and their workload history. The idea is that classes are offered first to those with the greatest seniority but those offers would only include a level of workload consistent with the part-timers historical workload. Then, if classes remain to be staffed after everyone receives their customary load, additional classes, up to the legal limit, would be offered to the most senior part-timers. This would allow for customary load to increase instead of hiring new part-timers, and would protect against current part-timers losing their jobs. There are likely as many variations on how this is done as there are districts but most should have, by now, negotiated a process that, hopefully, would protect against existing part-timers losing workload in order to increase the workload of other part-timers. So the transition to higher workloads should occur over time and only when there are enough classes available to allow it to happen in a fair and equitable manner. As senior part-timers increase workload at one district, many will decline work at another district opening up opportunities for part-timers at that other district to pick up extra classes.

Unfortunately, there are still districts that do not have a rehire rights process that is fair and equitable. For those districts, the unions need to understand that they can, if AB-2277 passes, demand that their district renegotiate this issue. If needed, it will be up to the part-timers at those districts to educate their unions and demand that proper rehire rights be established consistent with what is described above. Unions should, first and foremost, ensure that no one loses work in order to enrich others.

*Scott Douglas is currently CPFA's Southern Regional Representative and serves on CPFA's Legislative Committee. Contact him at [sdouglas@cpfa.org](mailto:sdouglas@cpfa.org).*

THE 2024 (VIRTUAL)  
**CPFA CONFERENCE**



**Saturday, April 20, 2024,  
10a.m. to 4p.m. (On Zoom)**

REGISTER ONLINE NOW (FREE)  
[CPFA.ORG/CONFERENCE-REGISTRATION](https://cpfa.org/conference-registration)

Protecting, advocating, and fighting for the rights of part time faculty since 2015

**UPTE-CWA**

Over 15,000 members strong - representing part-time faculty at these community colleges:

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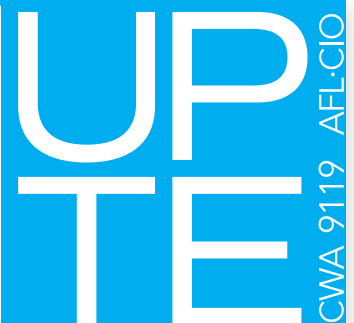
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## GREG WALLIS

47TH ASSEMBLY DISTRICT

### AB 2277: Raising the Part-Time Faculty Workload Cap

AB 2277 will increase the maximum number of instructional hours that a part-time California Community College faculty member may teach at any one community college district and allow students to build stronger relationships with existing faculty.

#### The Problem

Currently, part-time faculty at California Community Colleges are classified as temporary employees and are capped at teaching 67% of a full-time faculty assignment per term. This limitation means many part-time faculty members teach at multiple community college districts, piecing together a full-time schedule and spending hours commuting, leaving limited time for engagement with students outside the classroom.

#### Current Law

Defines “faculty” as employees of CCDs who are employed in academic positions that are not designated as supervisory or management, including but not limited to instructors, librarians, counselors, community college health services professionals, handicapped student programs and service professionals, and extended opportunity programs and service professionals (Education Code 9EC) Section 87003).

Existing law additionally establishes Legislative intent suggesting that the rights of part-time, temporary faculty shall be included as part of the usual and customary negotiations between the CCD and the exclusive representative for part-time, temporary faculty; defines any person who is employed to teach at a CCD for not more than 67% of a full-time assignment to be a part-time, temporary employee (EC Section 87482.5).

#### The Solution

AB 2277 will raise the workload cap for Part-Time faculty from 67% to 85%, allowing CCDs to provide more hours to part-time, temporary academic employees, allowing them greater opportunities to

be a resource to their students and participate in the campus community.

Both full-time and part-time faculty are critical in creating an environment that fosters student success. Increasing the hours that part-time faculty members are permitted to work will help ensure students have better access to their professors and will improve quality of life for part-time faculty.

#### AB 2277 will allow:

- CCDs to negotiate the standards and establish how best to implement the raised cap.
- CCDs to retain their right of assignments
- Part-time faculty to retain their right of first refusal.
- Existing part-time faculty within each discipline to teach any extra available courses without CCDs, especially those in the rural areas, having to conduct new job searches, particularly for STEM instructors which will reduce time and resources required to advertise positions needed, conduct interviews, process new hires.

#### AB 2277 will NOT:

- Force any part-time faculty to work an 80-85% workload.
- Trigger the Affordable Care Act of 2010.
- Provide tenure and/or force districts to offer full-time tenure track positions when an 85% workload is offered.
- Change the course offerings at any Community College District.

#### For More Information

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# CONTRACT MEMBERSHIP

## WHY JOIN CPFA AS A

## Contract Member?

Working part-time in the California Community Colleges (CCC) system often means being subjected to both [local and structural inequities](#).

Structural inequities, like the lack of health-care, workload caps, and unequal pay are best addressed through the state's legislative process. In fact, many seemingly local injustices, such as those that arise from the lack of due process or just-cause, as well as the deterioration of seniority rights, may be best ameliorated through statewide solutions.

CPFA seeks to address both local and structural inequalities faced by part-time faculty (PTF) by sponsoring and promoting legislation that directly protects and improves PTF working conditions and the learning environment for our students. Since CPFA is an independent, non-union, PTF-led organization, the process of proposing or opposing bills that impact PTF is far more efficient and streamlined than any other statewide entity claiming to support PTF.

CPFA is looking to expand and strengthen its partnerships with allied organizations and local PTF unions around the state in order to amplify the voice of part-time faculty at the Capitol. Any local bargaining unit can join the statewide effort to improve CCC PTF



working conditions by becoming a [Contract Member \(CM\)](#) of CPFA. CMs get a seat at the table with our [Executive Council \(EC\)](#) and full EC privileges, such as voting rights and eligibility to run for leadership positions so you can inform CPFA priorities and strategies.

Join the statewide effort to improve the working conditions of all CCC part-time faculty by becoming a Contract Member of CPFA today!

## WHAT ARE THE BENEFITS?

- Full CPFA Executive Council privileges
- Free ads on CPFA website & publications
- Free biannual CPFA Journal publications
- Free monthly eNewsletter updates
- Discounted rates on CPFA events
- A broad network of experience & support...
- And much more!

## SO, WHAT'S THE COST?

Contract Membership in CPFA is sustained by **just \$1** per paycheck from each part-time faculty member in your bargaining unit (A.K.A. "payroll deduction"). *That's like a cup of coffee every three months!*

*A little education, in our case, a semester-long series of meetings, on behalf of all part-time faculty would go a long way toward getting other community colleges to become "Contract" CPFA Members. It's only \$1.00 per person, per month that each person is teaching. The revenue this generates gives CPFA the stability it needs to continue lobbying in Sacramento for Ed Code changes.*

- Stacey Burks, President, PFA/CWA, Butte College

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# CPFA Wants to Amplify Your Voice on Part-Time Faculty Issues

## WRITING, VISUALS, OR MULTIMEDIA

CPFA is seeking creative and impactful submissions that relate to part-time labor issues. We're looking for diverse voices and formats to spark conversation and inspire action.

### WHAT WE'RE LOOKING FOR:

- Essays, poems, short stories, book reviews, insightful articles, and more.
- Photography, graphic design, illustrations, and other visual mediums that capture the nature of part-time work.
- Videos, podcasts, or other creative formats that engage and inform.

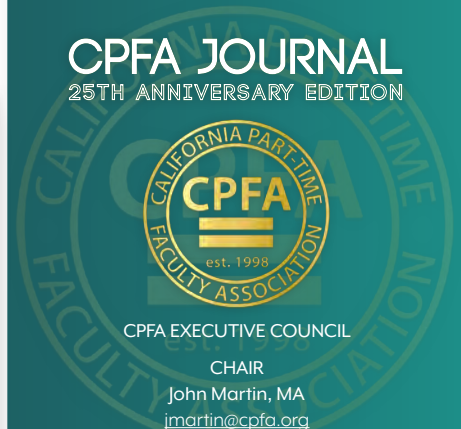
### YOUR CONTRIBUTION COULD BE FEATURED IN:

- CPFA's monthly e-newsletter: Reaching a wide audience of individuals and organizations concerned with the future of education and part-time labor.
- CPFA's bi-annual journal: Contributing to a lasting resource and sparking thought-provoking discussions.
- CPFA's website and social media pages: Amplifying your voice and perspective on broader public forums.

Help us educate and advocate for fair working conditions and opportunities for part-time faculty. Submit your work today and amplify your voice! **Contact: [info@cpfa.org](mailto:info@cpfa.org)**

## CPFA JOURNAL

25TH ANNIVERSARY EDITION



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CPFA Journal (previously published as CPFA News, CPFA Free Press, and as Community College Journal) is published twice annually by the

California Part-time Faculty Association.

Distributed to legislators, faculty, administrators and boards throughout the California Community Colleges system.

CORRESPONDENCE AND ARTICLES may be edited or condensed due to space limitations. Letters may be published. Op-ed pieces, news briefs on union organizing or contract negotiations are particularly welcome. Human interest articles and opportunities to reprint items about the contingent faculty condition are encouraged. Signed articles express their authors' opinions and do not necessarily reflect the views of CPFA.

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