



FACULTY ASSOCIATION, AFT 6157

# NEWSLETTER

Fall 02, Issue 1 – Monday, August 26, 2002



## VICTORY!

### Full-time Faculty that Worked Overload and Adjunct Faculty Receive 7.46% Retroactive Pay

As many of you are aware, the Faculty Association signed a tentative agreement with the District on the Part-time Equity Money allocated by the state. All adjunct faculty, and many tenured faculty who worked overload, received checks on June 27<sup>th</sup> for 7.46% of all appropriate earnings from Fall 2001 through Spring 2002. This was a great victory for the entire faculty.

Part-time Equity would have been completed for the 2001-2002 fiscal year except that there were a number of errors in the issuance of that check. Thanks to the diligence of Executive Board Member, **David Yancey**, we discovered that faculty members that worked intersession 2002 were not paid the 7.46%. So, many of you received another check at the end of July for the intersession

We had hoped this would close the door on this money; however the District neglected to take the union dues of one percent from the salary of adjunct faculty for the academic year. Because this 7.46% equals earnings, and all earnings during the regular academic year require union dues, the District has agreed to correct its mistake by one of two methods: those adjunct faculty who received a second part-time equity check in July, had their dues deducted at that time; and for the rest of adjunct the dues from the June 27<sup>th</sup> check will be deducted in your October 10<sup>TH</sup> check. Keep in mind

that you will see two line items for dues deductions: one for your regular October check (code VFPT) and a second for the dues the District forgot to deduct in June (code VFD).

To make sure that we continue bringing our adjunct pay scale as close as possible to our full-time pay scale, the Faculty Association was at the bargaining table with the District on August 19 and 21 to bargain the definition of parity. If you have any questions, please feel free to contact the FA office.



**ANNE HEFFLEY!**

On July 18, in absentia, **Anne Heffley** was awarded the Silver Recognition Award from the American Federation of Teachers at their Convention for her 39 years or more of service and involvement in the Faculty Association and other community organizations.

She will receive an Award Plaque, Pin and Certificate.

Anne has been a faculty leader, spokesperson, activist, and organizer since the 1970's. She has long been an active participant in our community in the Civil Rights Movement and in the all-important debates surrounding education and faculty rights in this District.

We will be recognizing Anne at our September 13 Executive Board Meeting at SJCC in the College Conference Room, from 9:30-11:30am. Please feel free to join us for this joyous occasion.

## 2<sup>nd</sup> ANNUAL FA PICNIC SEPT 14, 2002



Be on the lookout for emails and flyers with the details of how to help make this year's celebration as successful as last years!

## HIRING FREEZE ?

**District Imposes Faculty Hiring Freeze and Cancels 100's of Classes, However Administrators Continue to be Hired**

Chancellor Evans and the Chief Financial Officer, Mike Hill, implemented a hiring freeze of faculty positions and began the process of canceling hundreds of class sections in the District. This was done without any input from neither the Academic Senates nor the Faculty Association. Moreover, the campus community at large was never notified. The cuts have devastated the Milpitas program and closed over 300 classes on the two main campuses. The representative groups that should clearly be a part of this process, as usual, are being left in the cold.

At the same time, the filling of administrative and classified positions is moving ahead at full steam. If there is truly a budget crisis, and we question the severity of that assessment, then a hiring freeze might be proposed for all District employees. It is certainly ironic that at a teaching institute, the hiring freeze would occur closest to the classroom. We do believe that students should be our priority.



### JEFFREY KIRKBRIDE WINS AWARD!

#### FA Executive Board Member Is Honored as a Part-time Teacher

At the end of the spring 2002 semester **Jeffrey Kirkbride** was awarded the Dia del Maestro Award. Jeffrey is an astronomy instructor and serves on the FA Executive Board as the EVC Part-time Representative.

It always feels good to know that students and other organizations often recognize the leadership of the Faculty Association for their ability as instructors. Congratulations Jeffrey and keep up the good work!

### UNFAIR LABOR PRACTICE FILED

#### District Refuses to Release Retiree Contact Information

On July 15, the FA filed an Unfair Labor Practice (ULP) with the Public Employment Relations Board. We maintain that the District refuses to provide us with information needed for negotiations and representation, which is in violation of Government Code 3542.5.

The names and addresses of the retirees, who are receiving benefits under the collective bargaining agreement, are necessary; particularly since the District unilaterally changed the benefit's prescription plan.

The District had until August 13<sup>th</sup> to respond to the ULP. We anticipate holding a meeting in SF with the District to discuss possible settlement options.

We hope that after this issue is settled, the District will not play hardball on issues that clearly are within the scope of FA representation. We will keep you informed of the ULP progress.

### CHANCELLOR'S DECISION OVERTURNED BY TRUSTEES

#### Community, Faculty, and Staff show up in force to support EVC President

During the middle of summer school, Chancellor Evans made a decision not to extend the contract of EVC President, Clay Whitlow. Word went out from Academic Senate President **Jack Baker** and, with very little notice, faculty, staff and the community attended the Board of Trustees meeting. They let the Board know that President Whitlow was one of the few administrators who was well liked and well respected. They demanded that he not be the scapegoat for problems with budgeting, increased enrollment and increased need for part-time faculty.

The Board of Trustees heard faculty members' praise for a man who the faculty believe truly listens to their concerns, respects faculty and does not operate the campus from a top-down perspective. Then the Board of Trustees voted unanimously to go against the recommendation of the Chancellor.

We congratulate President Whitlow on continuing his tenure with the District and thank all the faculty and community members who came out to support him.

### HEALTH BENEFITS OFFERED TO PART-TIME FACULTY TEACHING 40% OR MORE

Part-time faculty teaching a 40% load or more should have received a letter from the District informing them of their right to participate in a Kaiser plan through the District. This

letter included information about the medical plan, a form to fill out if you were interested and an affidavit that states you were not receiving medical benefits elsewhere.

Although we are only offering Kaiser as an option at this time, this is a good beginning for our part-timers, as it is the first time that benefits have been offered.

The FA bargained with the District that they would offer a medical plan to part-time faculty. The District agreed to pay up to \$50,000 (all of which they get reimbursed from the state) for 50% of the coverage. The faculty member is then required to pay their own 50% (somewhere around \$115/month). We hope that in the next full contract that we can increase the employer contribution to create less of a financial burden on our part-time faculty.

Hopefully those of you who qualify and are interested in this plan have already completed the form and sent it into Human Resources. The deadline for completion is August 29<sup>th</sup>.

### PAUL ORTIZ WINS FA LOGO CONTEST



EVC Student **Paul Ortiz** Designed this Wonderful Logo

The FA requested that faculty members open up this contest to their students. Professor **Mark Gonzales'** class submitted many wonderful designs. The decision was difficult, but the FA Executive Board voted for **Paul Ortiz's** design to be the new logo.

Congratulations to Paul and he will receive a \$200 gift certificate to a bookstore of his choice.