

# FACULTY MATTERS



FACULTY  
ASSOCIATION  
AMERICAN FEDERATION OF TEACHERS  
LOCAL 6157

## A Little Arm Twisting Gives Great Results

by Wilbur Mellema  
Former FA, AFT 6157 Fiscal Officer

A little arm-twisting by David Yancey and you hurt. So, I was persuaded to relieve him as Fiscal Officer, and he bequeathed me his budget and large brown envelopes stuffed with strategic information. That was in 2001. It took time to sort out, but priorities emerged. I discovered we kept having month left over at the end of money. Chris Mathenia, Barbara Hanfling, and I got to work analyzing needs and resources.

I pushed for mightily curtailed spending: away with bagels and bus rides to Sacramento! But that's no way to run a union, and relief came at last when the membership, responding to our professionalism, our success at strong collective bargaining, our good press, and our respected leadership overwhelming agreed with the unanimous vote of the Executive Board of the FA, AFT 6157 for a new dues

rate structure in 2003. That sign of confidence from the membership became the high-water mark of the FA's young life, and with it we designed a forward-looking budget that has us soon operating in the black. (See the FA web page ([www.fa-aft6157.org](http://www.fa-aft6157.org)) for particulars.)

Unions defend members. We've done that in unforeseen and costly ways; we can proudly say our principles are upheld.

We have professionalized the office staff. Visionaries Chris Mathenia and Barbara Hanfling have done wonders helping me with precedents, facts, and advice. Chris understands business and knows how to handle Quick Books; Barbara is a savvy

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## Annual Service Award FA, AFT 6157 Honors Virginia Scales, Mary Ellen Goodwin, and Sarita Tamayo

Congratulations to Virginia, Mary Ellen, and Sarita for being nominated and awarded the new and exciting Annual Service Award from the FA, AFT 6157. Initiated by **Dan Haley**, an adjunct faculty member in the SJCC English Department, the FA, AFT 6157 decided to establish an award for faculty who had

performed exceptional service to the campus community. The FA, AFT 6157 Executive Board developed the following standards for choosing adjunct and full-time faculty members for this award.

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FALL TWO

[www.fa-aft6157.org](http://www.fa-aft6157.org)

(408) 288-3106  
fax (408) 295-7482

SC 213 SJCC  
Acacia 1-205 EVC

San José City College  
2100 Moorpark Avenue  
San José, CA 95128

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politico and a fearless idealist. FA president Mark Newton is a man of vast integrity, who learns fast from experience. On his watch we have not seen full-time instructors pitted against adjunct, a serious concern when districts try getting around the 50% law. We want to see more full-time positions and we also don't want to take jobs from adjunct instructors. Thanks to Mark we are seeing unity.

Property owners in this District pay big tax dollars to keep SJCC and Evergreen running. This local money supply goes to Sacramento, where it joins dollars state-wide; the sum is meted out by a complicated formula based on need, population, and politicking. This year, General Fund Revenues to the SJECCD are upwards of \$65 million. Faculty salaries account for about \$29 million of that. The FA is here to track the funds received by our District and to claim faculty's fair share.

In my 22 years at SJCC I have seen a number of well-intentioned Association leaders struggle for rights and raises. Some succeeded, some were misled, some succumbed. When we at last affiliated with AFT and CFT we got the clout it takes to be heard and taken seriously and respected. Relations between FA leadership and Board members have never been better. They are welcomed—as all members and administrators are—at our Executive Board meetings, where we have mutually benefited from frank discussion of problems. We maintain a separate account for The Committee on Political Education, or COPE. Contributions into it are strictly voluntary, and its funds are donated to political candidates we support.

It's not just about salary raises. On-going issues include loading/class size, working conditions, campus security, the designation and identification of "reassigned time," and input into District policy decisions affecting instructors and instruction. In 50 years the United States is predicted to have the diversity California has now, and California is growing by 6 million persons a decade. This population needs us to partner with administration, government, and the private



Wilbur Mellema

sector, to work towards the goal of peace and justice, the maintenance of a gracious and free civil culture and a strong economy. The FA, AFT 6157 can support workshops and conference attendance for the purpose of improving instruction, as community colleges are teaching, not research, institutions. The FA can work with the Academic Senate, particularly at the state level where writers of Ed Code need our advice.

They told me that I was once elected Fiscal Officer, but I can't remember. Seeing other officers serve two-year terms, I wondered why mine never ended. I think we're soundly based and correctly launched; we're not a new union anymore, we're entering our adolescence, and this is a good time for me to step aside in hopes that a successor is elected who brings the profession of finance to the office.

**FACULTY MATTERS PRODUCTION TEAM**

**Lead Writer** Barbara Hanfling  
**Editor** Sterling Warner  
**Layout/Editor** Christopher Mathenia

**Content Contributions and Guidance from the FA, AFT 6157 Executive Board and Faculty Members**

# Not Just Any New Academic Year

by Mark Newton  
FA, AFT 6157 President

(My three-dot writing is with apologies to the late SF Chronicle columnist, Herb Caen)

**Time does move swiftly:** the 2004/2005 academic year begins the Faculty Association's fourth year as AFT 6157. It has been a productive and valuable affiliation. Thankfully, I can hardly remember what trying to run the union was like without our staff of Barbara and Chris. Our organization is being cited as a huge success by the AFT. We have indeed come a very long way...

**No opposition** was mounted this summer for any of the four open Trustee positions. Trustees Ron Lind and Richard Tanaka are re-elected. Future Trustees Autumn Gutierrez and Randy Okamura will replace Trustees Dawn Wright and Nancy Pyle beginning in early December. This union looks forward to working with what should be a very good board...

**Change in leadership** seems to be the operative phrase for the 2004/2005 academic year in the San José/Evergreen Community College District. Dr. Sylvia Andrew has taken over as interim Chancellor and interim President of Evergreen Valley College. District-wide there are three interim deans, two new deans, and two vacant dean positions (I think). EVC is particularly hard hit by the changes, causing one EVC faculty member to say to me, "We have survived without leadership before, and we can do it again." As true as this sentiment may be, our colleges need to address the organizational structure with careful enthusiasm. There is a real opportunity for meaningful change here. Dr. Andrew and the Board of Trustees have already agreed that instructional officers of some unspecified rank will be returned to each campus in response to the self-analysis of the Accreditation Reports. The cost of this change alone probably will be between \$400,000 to \$500,000 per year. The FA has advised caution on this spending in a time when the Chief Business Officer is pressing for budget cuts. Further, we advocated that faculty regularly evaluate the performance of these new deans or vice presidents...

**During the reorganization** and new hiring, this district also needs to address the kind of colleges we want to be. What positions will we fill when we replace the 35 full-time faculty that we are down in number? Can we add positions to help some of our student support programs that seem to have a number of overworked faculty? How will we recruit a new group of excellent and diverse faculty? We need to consider issues of curriculum development and class size in the context that many of our students come from High Schools that seem to have under performed based upon very low math and English test scores on the most recent California Standards Test. Can we design new courses that prepare students to succeed in math and science, where good paying careers may be available? Do large class sizes make sense beyond generating more income, or do we need to compromise on the productivity quotient (WSCH/FTEF) with the intent of increasing student success and retention? The canvas isn't quite bare, but there are lots of opportunities to tweak our infrastructure, and paint a picture of two wonderful and highly functioning colleges...

**Governor Schwarzenegger's** commitment to the California Community Colleges (CCC) was the subject of some very positive press last year; he was an immigrant who had attended Santa Monica CC, and he was increasing the funding (COLA, Equalization funds, Growth) of the Community College system between six to seven percent. Since then, he has 1) raised tuition for our students from \$18 to \$26 per unit, 2) vetoed Partnership for Excellence funds, and 3) promoted his California Performance Review (CPR) which fundamentally changes the community colleges. If the CPR is approved as proposed, the Community College Board of Governors will be eliminated; State Chancellor Mark Drummond's powers will be seriously reduced, and much more. Today, the CCC seems to be moving backward to being a part of a K-14 system...



**The state budget increase** is apparently serving some of the other local community college districts quite well, according to preliminary word. However, our district is insisting that we are in fairly dire straits because we failed to reach our full growth number. I think it will be a while before the union believes these apparent financial woes, as we hear much the same story every year...

**Measure G** is the newer version of the previously successful Measure I bond which has built some lovely and exciting new buildings on both campuses. There is some opposition, but the opposition group is against virtually every new bond or tax, and may not expend a large effort on a "no" vote campaign. Meanwhile, there seems to be a good amount of support for the colleges in terms of both money and bodies. If the momentum can be maintained we will be able to build the facilities our students deserve, and really improve our ability to educate the community. Find a way to help Measure G succeed...

**Is there a theme** to all the paragraphs above? I think there is. Beyond demonstrating my pride in the Faculty Association/AFT6157's effectiveness as a representative of faculty concerns, I also recognize that we live in an era where all levels of our state's educational system are beset with non-trivial problems. Many of these tribulations are associated with state finances that are somewhat dismal, don't seem to be improving much, and aren't understood by many people. Even still, this academic year appears to be a particularly crucial one. Our district seems to be close to finally finishing EVC and rebuilding SJCC. As the facilities develop, the opportunity also exists for us to reconstruct our organization. We need to seize this moment. We need to commit to designing an efficient management structure, innovative educational programs, and well-staffed and superb student-support services. This kind of change and growth will not be easy, but it should be so very meaningful to our community and students.

# Personal Notes

## Background and Some Thoughts from Two New Executive Board Members

### Mai Le Ho

Mai Le is a faculty member at San José City College, in the Humanities and Social Sciences Department teaching Ethnic Studies. She teaches Vietnamese American culture and specialized in Vietnamese women issues. She came to San José City College with a wealth of experience after a thirteen-year tenure at San José State University working with students in academic and personal counseling. She also taught in the Women Studies and Asian American Studies Departments at SJSU. She developed and started the first course of its kind titled, "Vietnamese Women in the United States." She consulted with other leading universities such as University of California at Irvine and Cornell University to help develop similar courses.

While at San José State University she served as a faculty advisor to the Vietnamese Student Association until her recent departure. She is also a member of the Board of Directors for Second Harvest Food Bank, on the advisory

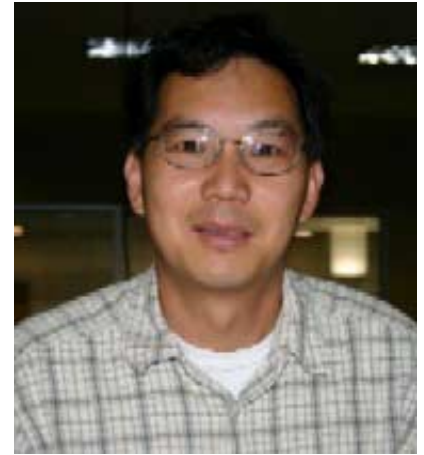
council to the Viet Mercury, has worked with immigrant communities to involve them in the political and voting process, and has volunteered for a number of other agencies and schools.

She earned her Bachelor of Science Degree from the University of California at Davis and a Master Degree from U.C. Berkeley. Currently she is finishing her course work in a Doctorate program at the University of San Francisco in Multi-Cultural and International Education. She worked as a cultural consultant to Director Oliver Stone, and has traveled the world extensively, including Asia and Europe.

Mai Le Ho teaches with scholarship. However, her strength lies in her passion for the betterment of education for Humanity, and its spirit of learning. She believes an educator is an agent for change. Her goal is to empower, inspire and instill in her students those similar traits. She also has a dream of starting a soup kitchen in her native land of Vietnam.

In regard to the being involved in the FA...

Time is always an issue, especially because I am trying hard to finish my dissertation. However, I feel it is an honor to be a representative for SJCC. I know that following in the footsteps of David Yancey will be a challenge, but I will work my hardest. I am someone who feels that transformation takes place through the hard work of individuals, and if I seek change, I must put in the time and effort to make it happen.



### Teck Ky

I have been a full-time math faculty member at Evergreen Valley College for 4 years. Prior to that I was an adjunct faculty for a year at Evergreen and DeAnza Colleges. I love teaching math and the course I enjoy the most is statistics. My Master's Degree is in statistics.

I am a former Evergreen Student who tutored for Enlace during its beginning. This was very exciting for me, being a new immigrant from Cambodia tutoring students from the Latino community. I learned so much about how wonderful California was and how enriching diversity is to me. I have also had the opportunity to be a tutor for the AFFIRM program and teach in this program for African American students.

I am very excited to be a part of the Executive Board of the FA, AFT 6157 as one of the EVC's campus representative. I look forward to working with the current Board and building on the strength of the Union. Please call me if you have any questions or concerns.

I am married and a father of two boys, Richard, 2 and Phillip 8 months. They are a handful, but I love being a father. Additionally, I love to play tennis and if anyone wants to play, please give me a call.



# Congratulations to Our New SJECCD Trustees

Randy Okamura and Autumn Gutierrez will begin their terms as SJECCD Board members shortly. The FA, AFT 6157 has asked each of them to write up a short bio of their service to community and want to share this information with all faculty. We hope to build strong relationships with these Board members. Autumn and Randy will be attending the FA, AFT 6157 Executive Board meeting on October 8, 2004. Please come join us and let's start creating positive communication between us.

## Autumn Gutierrez Volunteer Coordinator/ Administrator-InnVision

Thank you for the opportunity to introduce myself. My name is Autumn Gutierrez and I am Trustee Elect for SJECCD Area 7. I come to the Board with over 8 years experience in community activism. As a resident of an underserved community I have worked tirelessly to create positive change in service delivery and infrastructure issues. I currently serve as the President of the Washington Area Community Coalition, a group of four neighborhood associations and over 20 community-based organizations. I am an appointed member of the Measure O Public Safety Bond Citizen Oversight Committee and the Vice Chair of the City of San José Strong Neighborhoods Initiative Project Area Committee. I have been a committed consensus builder with emphasis on accountability. I believe that when all stakeholders are invited to the table to participate in decision-making, the best possible outcomes are achieved.

I am a current student of San José City College and anticipate acquiring my AS in Ethnic Studies and Social Science at the end of the fall semester. I look forward to bringing my experience as a student to the Board position.

I am a lifelong resident of San José and hope to bring additional strength to the position of SJCC and Evergreen in our valley.

## Randy Okamura Director, Regulatory and Constituency Relations

Randy Okamura is currently SBCs Director, Regulatory and Constituency Relations, for California working with community-based organizations that serve Asian Pacific Islander, Environmental and Older Adult communities.

Representing SBC, he served as the liaison to the working council and Chair of the Government Relations Committee of the Silicon Valley Manufacturing Group. He also served on the government relations committees for the Chambers of Commerce for Palo Alto and Sunnyvale.

In addition to serving on the Advisory Council of the National Asian Pacific American Legal Consortium, Mr. Okamura is currently an advisory board member for the Digital Clubhouse Network, the Asian Pacific American Women's Leadership Institute, the

Organization of Chinese Americans and the San José Chapter of the Japanese American Citizens League after 6 years of service as a member of the board. Mr. Okamura is a member of the board of the Asian Pacific American Institute for Congressional Studies and recently joined the board of the National Japanese American Memorial Foundation. Mr. Okamura has served as a board member of the Sunnyvale Chamber of Commerce (served as Treasurer, 2000-01).

Mr. Okamura is an active public servant. He is currently a commissioner on Santa Clara County's Hshinchu County Sister County Commission. He is a retired Trustee of the Fremont Union High School District Board (served as President in 1998 and 2000). He was a commissioner for the San José Parks and Recreation Commission in 1999-2000 and as a board member of the Institute of Computer Technology. He looks forward to his term as a Trustee with the San José/Evergreen Community College District.

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10/04

—Continued from page 1 (Service Award)

We requested that faculty submit their recommendations to the FA, AFT 6157 Executive Board. After much discussion, the Board chose the following faculty members for the following reasons:



“Dogged”, “persistent”, “tenacious”, “indefatigable” are words that I have associated with **Virginia Scales** since the first semester I met her at San José City College 24 years ago. Virginia has been unfaltering in the struggle for the rights of adjunct faculty throughout the District. She began her experience in the district as an adjunct faculty member and later coordinated the ESL Department at SJCC. Virginia is passionate in her commitment to bettering conditions for adjunct faculty and gives more than lip service. In getting part-time rehire preferences right, Virginia, through tireless advocacy tempered by a gentle manner, has achieved results!

Remarks by Alice Gosak  
SJCC Faculty Member



The words “eloquence”, “humor” and “strength” came to mind the first time I heard **Mary Ellen Goodwin** address the SJECCD Board of Governors advocating for improved conditions for adjunct faculty. The eloquence surprised me, but the humor I had come to expect from Mary Ellen, who rode the train to Sacramento in the guise of the Freeway Flyer.

Mary Ellen did not limit her efforts to San José City College; she went international. Through her tireless efforts, an association of adjunct community college instructors formed and held its first conference at SJCC with participants coming from the United States and Canada. A familiar speaker at professional conferences nationwide, Mary Ellen continues champion adjunct faculty rights garnering ongoing respect for her efforts. It is a pity that San José City College has lost this clear voice for the cause of equity.

Remarks by Alice Gosak  
SJCC Faculty Member



**Sarita Tamayo** was nominated for her successful FA work. She has spent many unpaid hours on improving things for adjunct and full-time faculty, with only a little thanks. On the negotiations team, Sarita balanced her tireless passion for adjunct faculty with rarified clarity and determination that adjunct faculty be given the respect they need. As an Executive Board member of the FA, AFT 6157 she put in long hours, kept all our feet to the fire regarding adjunct rights and became our state representative to the CFT Part-timer committee. We have Sarita to thank for our 100% definition of parity for adjunct faculty members. She never faltered in her commitment and determination to bring justice and dignity to adjunct instructors.

**We will be honoring these three faculty members at our 4th Annual Picnic October 2, 2004. Hope to see everyone there.**

ANNUAL FA, AFT 6157 SERVICE AWARD – May 5, 2004

The FA, AFT 6157 shall present an annual FA, AFT 6157 Service Award to 2 faculty members (one full-time and one part-time) for service to the faculty, students and community above and beyond expectations. The faculty members nominated for this FA, AFT 6157 service award shall be judged on the following criteria:

1. Performance which enhances the working conditions, benefits or pay of faculty
2. Performance whereby the faculty member takes public stands that benefit the faculty as a whole
3. Political work that increases the strength and visibility of the SJECCD faculty/Faculty Association, AFT 6157
4. Volunteer time and leadership on highly important issues such as winning contract language, participating on committees and groups within the District and outside the District
5. Participation in Civil Rights and other important issues outside the scope of the Faculty Association, AFT 6157 that benefits society as a whole

This service award shall consist of a \$25 gift certificate to Borders Books store and a framed certificate of honor.

# Know Your Rights!



## Blue Cross Prescription Card

On July 1, 2004 as part of the new Collective Bargaining Agreement all faculty should have received a new Blue Cross Card with indication that SJECCD faculty were now covered by a prescription plan. This prescription plan enables faculty to avoid having to put out of pocket large sums of money for purchasing prescription. Prescriptions now cost \$5.00 for generic and \$10.00 for brand name.

The FA, AFT 6157 has heard some faculty members are experiencing some difficulty with this plan for a couple of reasons. One concern regards faculty who are on regular medication and therefore must and make many co payments in order to purchase their prescriptions. It is really important for faculty to know that part of what was bargained was a mail away prescription plan—a plan where faculty can get their physician to write out 3 month prescription with 3 refills and the mail away plan only charges one co payment for each 3 month prescription. You can contact Blue Cross or the benefits office at the District Office to get more information on how to access and use the mail order portion of the prescription plan.

Other faculty have expressed concern that some prescription drugs are not on the formulary for Blue Cross. When implementing a prescription card there is almost always a formulary—a list of prescriptions that are automatically accepted by the prescription card. This formulary list is usually on line and accessible through Blue Cross. If your prescription is not on the formulary list, most likely it may be rejected the first time. Be proactive. Your prescription can be covered even if it isn't on the formulary list, but you must get your physician to fill out a form that states why this is the prescription drug that will be most effective for you

If you know that you have many prescriptions that you are required to fill each year, you can also take advantage of the IRC 125 plan that we have bargained with this district. This plan allows you to deduct money pre-tax to pay for medical expenses, childcare etc.

If you have any questions, please contact Barbara Hanfling at x 3106 or Michelle McKay in Benefits in the Human Resources office at x6713.

## New Worker's Compensation Law in Effect

The Worker's Compensation law changed effective July 1, 2004. If you are injured on the job, you only may see your own physician if you fill out the predesignation form below. This form requests treatment in the case of an industrial illness, accident or injury by the individual's personal doctor. The law used to allow injured workers the right to see their own physician 30 days after the worker's compensation claim. With the new law workers are foreclosed from seeing their own physician unless they have submitted the predesignation form to the District. The only way to ensure that workers don't have to see District Worker's Compensation physician is to have this form on file.

**You may designate Kaiser, or your primary treating physician as part of your designation. Keep a copy of the designation form for your records also. (see page 8)**

## AB 1586

### Important Legislation Passed

**by Dolores Sanchez  
CFT Legislative Rep**

On Friday, the Governor signed Assembly Bill 1586, the California Federation of Teachers (CFT)-sponsored legislation which permits STRS to recalculate the benefits paid to part-time and adult education community college faculty in the STRS defined benefit plan whose benefits were inadvertently reduced when the standard for a full-time equivalent was changed in the 1990s. This will enable STRS to avoid litigation from our members against STRS on the grounds of possible impairment of benefits.

One part-timer, already vested in the DB plan, lost 25% (before taxes) of an already meager pension after accruing nearly 19-1/2 years service credit. Over 300 part-time faculty have lost pension amounts which are rightfully theirs; projections indicate 18,000 future STRS recipients would have been victims of this unfair calculation if AB 1586 had not been signed by the governor. This is another example of the importance of our affiliation with a state and nation union.

If you are an adjunct faculty member who was working in the 1990's and are in the Defined Benefit plan of STRS, you should either call STRS or go on their web page to get more information ([www.calstrs.com](http://www.calstrs.com)).

San José Evergreen Community College District

# Designation of Personal Physician for Work-Related Injury or Illness

TO: All District Employees  
 FROM: Michelle McKay, Benefits Analyst Human Resources

Per Labor Code §4600, employees have the option of designating their personal physician for treatment of their work related injury or illness provided all of the following criteria below has been met:

1. The physician is your regular primary care physician or surgeon and has previously treated you;
2. The physician retains your medical records, including your medical history;
3. The physician must accept workers' compensation cases and agrees to be pre-designated (it is the employee's responsibility to assure this prior to the date of injury);
4. The physician must be located within a reasonable distance from your worksite or home;
5. **This District form must be on file in Human Resources prior to the date of injury/illness,**

If you wish to pre-designate your physician, print and complete this form, give a completed copy to your supervisor and **send the original to Human Resources in the District Office**. Otherwise, if you need medical attention for a work-related injury or illness, you will be required to be treated by a physician at one of the clinics on the District's panel, (most likely one of the two listed below).

KAISER OCCUPATIONAL MEDICAL CENTERS

SANTA TERESA  
 275 Hospital Parkway, Suite 565  
 San José, CA 95119  
 (408) 972-6800  
 Fax: (408) 972-6802

- OR -

SANTA CLARA  
 10050 N. Wolfe Road, Suite SW1-190  
 Cupertino, CA 95014  
 (408) 236-6160

(PLEASE PRINT)

By signing this form, you confirm that the doctor you are listing below meets the criteria listed in numbers 1 through 5 above.

Name:

Date:

*Physician's Name:*

Physician's Address:

*Phone:* (       )

Employee Signature \_\_\_\_\_