

# FACULTY MATTERS



FACULTY  
ASSOCIATION  
AMERICAN FEDERATION OF TEACHERS  
LOCAL 6157

## The Promise of a College Education

By: Barbara Hanfling, FA, AFT 6157 Executive Director

Rarely does an opportunity come along that allows a society to answer a cultural imperative: providing the chance for all to go to college. We are now seeing that opportunity and it directly impacts our society as well as Community college faculty, staff and students positively.

**Proposition 92**—the ballot measure—gives all Californians the opportunity to attend Community College. **Proposition 92** will ensure that Community Colleges can continue to serve our students and continue to receive ample funding. It provides funding for our colleges and our students, many of whom could not reach the CSU or UC systems. Over the past 20 years, Community Colleges have lost more than 5 billion dollars in state funding because our funding is not based on our own enrollment needs. If Proposition 92 passes, it is estimated that San Jose Evergreen will received more than \$5.1 million dollars in 2009-2010 and beyond. On this fact alone it would seem that we wouldn't need tell you why we have to get involved, BUT...here's why:

**ACCESS:** It reduces student fees to \$15 per unit while restricting the state legislators from increasing this amount whenever they want. It makes community colleges affordable. **In 2004, when fees were hiked from \$11-\$19-\$26, 305,000 fewer students enrolled at California's community colleges.** Affordable and predictable student fees provide greater access to community colleges for thousands of Californians who may not otherwise have access to higher education.



**AFFORDABILITY/FUNDING:** It provides stable funding for California community colleges and requires minimum levels of state funding for community colleges based on our enrollment (not tied to K-12 enrollment). Under the initiative, funding allocations would be based on the growth in the independent systems (K-12 and Community Colleges). This way, funding for community colleges— which are projected to have more students in the coming years— could increase independently of K-12 enrollment.

**COMMUNITY:** It guarantees that the community college system will be independent from state politics and formalizes the CCC Board of Governors and the community colleges in the state constitution like CSU and UC systems.

### What Can You Do to Support Proposition 92?

1. Donate Money—place a check made out to Californians for Improving Community Colleges (with you name and address) and place it in the FA, AFT 6157 mailbox

**YES** ON  
prop **92**

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# What Has the Union Done for You Lately?

By Barbara Hanfling, Executive Director, FA, AFT 6157



1. **2007-2008 Calendar-Leap Year:** Many faculty have questioned why we have Tuesday, November 13 as a non instructional day. Due to the diligence of negotiations team member, **Mark Newton**, as we were bargaining the calendar for 07-08 a couple of years ago, he noted that due to the leap year in 2008 and the way weekends fell, that faculty were scheduled for 2 extra days over the contracted amount of 156 days.

With this information, we bargained with the District to ensure that it honored our contract. Faculty (instructional and non instructional) are only required to work 156 days each academic year. We then looked at the calendar and determined to have 2 days off, one each semester.

Although originally the Union and District had bargained the Wednesday before Thanksgiving as a non instructional day, it became apparent that we would lose apportionment if we didn't have at least 3 teaching days in a week. So we looked for another day and decided to have a four day weekend over Veteran's day. Therefore, both **November 12 and 13** were declared holiday/non instructional day. If you are providing any instruction on those days, you must be paid overload.

Please also note that **Monday, March 24<sup>th</sup>, 2008** the day after spring break is also a non instructional day—faculty shall be expected to be on campus not teach. Please thank your negotiations team for their good eagle eyes and bargaining ability to ensure the 156 day calendar is followed.

2. **WIN Reorganization:** Working conditions is a mandated bargaining subject. Reorganizations clearly affect working conditions. About 8 months ago, an item showed up on the Board of Trustee agenda that called for a reorganization of the WIN program. At the Board meeting, the Union stated clearly that this reorganization had never been discussed with the Union and therefore could not be voted on. The reorganization then was placed as a discussion item. When we notified our faculty involved with this reorganization, **Martha Hardin and Marilyn Crawford**, the Union was informed that they had never been spoke to regarding the approached regarding the changes in administration.

The Union made a request to meet and negotiate over these changes in March 2007. Concerns arose about the process used to implement these changes, a process that did not include faculty. Unilateral changes are illegal under the Education Code and EERA (Education Employee Relations Act).

For 7 months the Union continued to push for meetings to have this discussion. Finally in October a meeting was held with both EVC/SJCC VP's Angelina Duarte and Elaine Burns; Counseling Deans Claudia Consigny and Victoria Lugo; Supervisor in the Win Program Marilyn Brody, the Union and the three faculty members affected: Martha Hardin, Marilyn Crawford and Patty Blankenship. It was a meeting long in the making. As a result of the long overdue gathering, faculty voices expressed their concerns to receptive ears, the Union ensured due process guaranteed by the FA contract, and, without exception, the faculty stated their satisfaction with the meeting, the clarified information, and the Union's involvement.

## EXECUTIVE BOARD MEMBERS

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\*Negotiations Team

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Arturo Villarreal x6609  
Randy Pratt x6592

# Adjunct Corner

Letter to the Editor:

Barbara:

Let me say first of all that our fall adjunct meeting at SJCC was interesting and informative. It was apparent early on that the attendees were excited and interested in learning more about the new negotiated contract with the new part-time salary schedule. I want to say that you covered the new pay structure in great detail to the delight of all who attended. I sense a great interest in the Faculty Association, AFT 6157 from our adjunct faculty, an interest that was apparent from the enthusiasm shown and the questions asked. In addition, many were surprised to learn that our faculty is not limited to a 60% load during the summer or intersession.

It was wonderful to see so many part-timers show up for a late afternoon meeting. It is no secret that it is rarely possible to have a majority of part-timers attend any arranged FA meeting because of crazy class schedules and unpredictable teaching assignments that prevent them from planning their own calendar. To those colleagues we say, "Maybe, next time."

While I am giving praise, let me say that the annual FA, AFT 6157 picnic was very enjoyable and a great success. But have you received your fair share of "thank-you notes" – probably not. One reason that you may not get a thank-you for the picnic is that this event is successful every year. You live up to our expectations. Along that same line and in keeping with the FA past performance, the negotiating committee may not get the thanks they deserve for reaching agreement on the new part-time salary schedule. We have come to expect good contracts to be negotiated. **We send the best to get the best.**

The thank-you idea reminds me of a story from the New Testament. It seems that Jesus cured ten lepers, but only one leper returned to say thank-you. I have remembered this biblical reference over and over in my life to accept the fact that

people often say thank you in their hearts but not always in person. This story has a humbling effect on me every time I have expectations for someone to say thank you for a thoughtful gesture, a requested favor, or a job well-done.

NOW, with a huge megaphone, the silent majority - our part-time faculty – shouts thank you, thank you, thank you to the negotiating team for a job well-done. We praise and admire the efforts that everyone connected with the FA is doing, not only now, but year in and year out. Keep up the good work – we are counting on you.

Pat Space-SJCC Adjunct Faculty Member,  
Council of Division Reps

## Getting (and Keeping) U.I. Benefits by Barbara Gasdick, SJCC-ESL Instructor

Part-time, temporary faculty of California's Community Colleges are entitled to unemployment compensation for periods between semesters, including summer breaks. This principle was established in **unemployment Insurance Code 1253.3 and Cervisi v. California Unemployment Insurance Appeals Board (1989) 208 Cal.App.3ed 635. Under the Cervisi statue, an assignment that is contingent on enrollment, funding, or program changes is not a "reasonable assurance" of employment (1253.3, subd.(g).**

However, does this also apply to Adult Ed ESL instructors employed by high school districts? This past summer, I found out. Although EDD and the district tried to call August a "recess period" after which I would return to work, I claimed that since I had no contract and the criteria for Cervisi also fit my Adult Ed employment, I should get the benefits. EDD agreed and gave me benefits for August (not much money, but it helps). However, I was surprised when I received a Notice of Hearing because Mountain View-Los Altos (MVLA) Adult Ed. was appealing the award. (I teach one



Pat Space, Richard Hobbs & Virginia Scales

Saturday AM class for them). At the hearing, the Adult Ed director was represented by the Santa Clara County Unemployment Insurance Manager, but all I had was Cervisi. I had contacted our FA, AFT 6157 Union to get some advise on how to proceed and was pleased with finding out about the Cervisi decision.

The district claimed that because of healthy enrollment, I should have expected to teach in the fall. I claimed I had no contract and that my work situation was similar to the Cervisi criteria. The judge upheld the EDD award and I was able to keep my benefits! Thus, I believe the Cervisi decision can be used to substantiate a claim for UI benefits even in high school districts. Of course, every case is different, and so are the outcomes. But I say it's worth a try! What I would like to say to MVLA Adult Ed is, "Isn't it hard enough to keep ESL instructors without alienating them by appealing to take away measly, duly awarded UI benefits?" I am currently rethinking how I'll be spending my Saturday mornings in the future!

For more information, see the California Part-time Faculty Association (CPFA) link: <http://www.cpfa.org/unemployment.html>

If you apply for UI benefits and get any flack from EDD, you can direct them to **EDD Field Directive 89-55UI** which explains the definition of "reasonable assurance" and how Cervisi is to be applied. See <http://www.cpfa.org/edddirective.html>

# Retirees' Corner

By Alice Gosak-AFT 6157 Retiree Secretary

A range of issues from FA, AFT 6157 activity to political initiatives to social events and perquisites were discussed at the FA Retirees' Chapter general meeting. Twenty-four people attended the meeting on October 15, 2007 at the home of Bill and Julie Jacobs.



Clem Lundie, a current CIS/Vocational instructor at SJCC, announced an effort to honor living retirees who have made significant contributions to their colleges. Currently Clem is gathering information, including anecdotes about Ed Poindexter, who is being honored by his colleagues. Hopefully, this effort will become an on-going process. Clem can be contacted at [clem.lundie@sjcc.edu](mailto:clem.lundie@sjcc.edu) (that e-mail address gained added importance when Clem announced that retirees can receive free technical advice by contacting him).

Changes to the by-laws of the chapter based on the recommendations of our



“grandmother” union were approved. Any instructor who retires from the District can join the Retirees' Chapter; administrators

who have taught are welcomed as supporters of the chapter.

To date, there have been many changes through out the state to the rights of retirees to receive retiree medical benefits. The formation of this strong Retirees' Chapter, one of only a few in California, may discourage efforts to take back retirees' benefits, despite rising costs of medical care through Kaiser and other providers. The FA is working to make certain that the District has funds to cover these benefits. Bill Jacobs, as president of the Retirees' Chapter, serves as a liaison between the group and the negotiating team.



Instructors hired in the District after 1982 do not have insurance coverage after they retire. This policy applies to 90% of those who are now teaching. To make early retirement a possibility for these colleagues, the FA, AFT 6157 is working on a Bridge Program, which will cover post 1982 faculty who retire before they are eligible to receive Medicare.

**David Yancey**, the current FA, AFT 6157 president, explained the Community College Initiative (Proposition 92) to the group. This February 5<sup>th</sup> ballot initiative seeks to fund community colleges separately from K-12, cap student fees at \$15.00 and stabilize enrollment. Supporters are trying to raise \$5 million to pass this measure and, while the money is needed, so are time and effort to pass the measure.



Retirees interested in participating in phone banking, walking precincts, etc. can contact Barbara Hanfling of the FA.

**Bill Jacobs** was approved to attend the national AFT conference for retirees' chapters that will be held in Washington, D. C. on November 27-29, 2007.

Social activities such as a luncheon at a culinary institute and January visit to Body Worlds at the Tech Museum are planned. While the Social Committee has a full complement of members, the Health Care Cost Containment and Legislative/Political Committees need volunteers. Contact Bill Jacobs if you are interested in serving on any of these committees.

## And Don't Forget My Senior Citizen Discount!

Did you know that retirees are entitled to?

- Lifetime emeritus status parking stickers, good at other South Bay campuses too?
- Access to the colleges' libraries
- Two years of free e-mail
- Free admission to football games, and other campus events.
- Free classes at SJECCD, with a waiver obtained from HR
- Low cost manicures/pedicures/haircuts at SJCC Cosmetology

Visit the FA website [www.fa-aft6157.org](http://www.fa-aft6157.org) to view the contract and download fee/tuition forms!

# Our Retreat

by Debbie DeLaRosa EVC FA, AFT 6157 Full Time Representative

The Faculty Association, AFT 6157 Executive Board met on Friday, October 12, 2007, at Executive Director Barbara Hanfling's home for its annual Fall retreat. After socializing over coffee and breakfast treats, the Executive Board got down to business. We talked briefly about who we are and our affiliation with CFT, the



Vivian George Morgan & Frank Espinoza

California Federation of Teachers; with AFT, the American Federation of Teachers; and with the AFL-CIO, the American Federation of Labor-Congress of Industrial Organizations.

Moving on, we discussed how to set up adjunct faculty meetings in ways that will allow more involvement on the part of the adjunct faculty. Currently, we only have one meeting per semester on each campus, and we talked about setting up additional meetings each semester. We also discussed having membership coordinators to ensure new full time and adjunct faculty had immediate contact with the Union.

A request for AFT 6157 to endorse the October 27, 2007 Anti Iraq War demonstration in San Francisco was made



Clem Lundie, Iris Jerke & Linda Ferrell

and President David Yancey agreed to prepare the endorsement paper.

Time was spent discussing COPE, the Committee on Political Education and the need to encourage all faculty to support this important endeavor by signing up to donate a small dollar amount from each monthly paycheck. Everyone was reminded that our monthly dues are not used to support important issues such as **Proposition 92, The Community College Initiative.**



The Executive Board & Negotiations Team

bargained and will be announced when we ratify the contract.

Bill Jacobs reported on the status of the AFT 6157 retiree chapter which now has approximately 60 dues paying members.

**Proposition 92, The Community College Initiative** created a lively discussion that focused on planning and fund raising. Everyone agreed that this Proposition 92 will require extra commitment, time and money in order to win this important proposition.

Finally, the important question of where the union wants to be in 5 years was put before the group. Here is the list of ideas generated by the group:

- Embrace technology
- Faculty leadership
- Ensure Retiree Benefits and add a Bridge Plan
- Institutionalize collegiality of the FA, AFT 6157 at the district level and ensure continuing shared governance
- Adjuncts hired at 60% load
- Reach out to Faculty all year long: welcome reception for new faculty to introduce to Faculty Union
- Host a CFT Convention in San Jose
- Educate faculty with workshops/presentations at dept meetings
- Retreats for faculty
- Building a more diverse Executive Board
- Encourage more political activism



David Yancey & Jory Segal

After lunch, we covered the current union priorities for negotiations. The FA priorities include full COLA allocated by the state at 4.53%, restructuring and increasing the advanced end of the salary schedule, lecture/lab parity for Science and Nursing, staff development language that would include a dollar amount of funds for each campus, a small increase in release time for AFT 6157, and an increase in the maximum coverage for the dental plan from the current yearly rate of \$1500 to \$2500. Other negotiations priorities have already been

# New Faculty Faces

By Minerva Duke, EVC Full Time Rep Executive Board

I want to introduce to our faculty the men and women soccer coaches. **Felicia Perez** is a full-time professor starting her second year at EVC. She began coaching after high school, and has been coaching eight years at the college level. She started her education at Consumes River community college, and from there she went to Chico



Felicia Perez

State University. She had such a positive experience as a student/athlete that she followed the path to EVC where she is doing what loves—teaching and coaching.

Coach **Joe Silveira** has been coaching for over 20 years. His coaching career began in 1987 as a player/coach for the WSL San Jose Earthquakes. For the next 4 years, Joe played and coached for 2 other professional soccer teams. In 1991 he started coaching the men’s team at Notre Dame de Namur University in Northern



Joe Silveira

California. In 2000, he was also given a tremendous opportunity; he was given a break from NDNU to be an assistant coach for the MLS San Jose Earthquakes. This is his first year coaching at a community college.

*When asked about his knowledge of our Union, Coach Joe said that he was not very familiar with it. He also said that he appreciated my invitation to lunch, so he could find out more about our union.*

*Felicia, who has been a union member longer, was a little more familiar with the benefits. Felicia was very appreciative of the union activity that helped gain the faculty a raise. Further, she really likes the newsletter and finds it very informative. Not to toot my own horn, but Felicia also mentioned that having the union representative (me) right next door was a big plus.*

*Both coaches were unaware of the Community College Initiative, Proposition 92. After explaining it to them, they both realized how important this issue is for our district because of the increased funding that can be generated.*

*I asked the coaches about their challenges and how they build successful programs?*

**Coach Joe** stated that a greater commitment level has to happen. He sees an increase of the number of participants, and, even though the men’s coaching position is a part-time position, he believes in treating it as a full time position in order to start a winning program.

**Coach Felicia** believes that Hispanic women athletes are not utilizing all the resources that our college is providing. Also, many of them also share the responsibilities for helping their immediate families. The most rewarding thing for her is seeing the maturity that comes from being student/athletes, and the mentoring that she provides for those young women. I am happy to report the team is doing great. Since the women’s program began, the women have accumulated eight wins, the most ever.

## Personal Note

Dorothy (Adams) Hammershoy, a retired San Jose City Faculty member passed away on September 21, 2007, at the age of 89. Dorothy became a dental assistant, serving a term as president of the Northern California Dental Assistant’s Association. In 1958, Dorothy designed a new Dental Assistant’s program at San Jose City College. There, she touched the lives of many students for over 25 years, until her retirement in 1983.

## FA, AFT 6157 Executive Board Meetings Fall 2007



Friday, Nov 16, 2007	SCCC	9:30-12:30pm	SC-Community Rm
Friday, Nov 30, 2007	EVC	9:30-12:30pm	Appi Mishra Rm
Friday, Dec 14, 2007	SCCC	9:30-12:30pm	SC-Community Rm

# Spectator or Player?

By Randy Pratt-EVC PE Instructor, Council of Division Reps Member

Working in this district since 1988 (1993 full-time), I attended the Council of Division Reps for the first time at a Friday meeting on September 26 at Evergreen Valley College. Similar to the perspective of many faculty (I would presume) I came well aware of the dedication and efforts put forth on our behalf by the Union leadership. I have read the newsletter, listened to union leaders during Professional Development Day, and read the occasional e-mail that crossed my computer on union issues usually asking for money.

However, it has been another experience altogether to participate in the dialogue of issues with fellow faculty, attend the faculty picnic and meet faculty from SJCC and participate in the meeting for division reps. Even if it's in the smallest of ways becoming a more active contributor in support of union issues rather than just an idle spectator has its rewards.

Having grown up in a life consumed by athletics (albeit, the jock here) I have had the opportunity to participate on many

athletic teams from grade school to the professional level. And, the most memorable and incredible teams were those who collectively, through the chemistry of their making, transcended to achievements well beyond their individuals' capabilities.

Achievements measured beyond the win/loss columns including the ability to coordinate and combine their skills, talents, intellect and experience in a single effort toward a common goal – most usually self-improvement. One memorable coach asked his players every day to ask themselves, "What can I do today to become a better person, better player and better team member?" And, that was one heck of a successful team which I know created awesome lifetime impressions on many of its members.



Randy Pratt

So what does all this have to do with attending a Division Rep meeting? Well, I am suggesting team members who engage themselves and contribute to the team effort can share in personally rewarding experiences that can last a lifetime and are only available to participants, not spectators. Spectators cannot know or understand the feelings, the memories or the successes available only to the players on the field.

They can only wonder and at best share vicariously the joys of the participant.

So I am encouraging you to know them too and engage yourself with our union in any manner you can. Get out of the stands; it's your turn and time to play!

# Using the Union Benefits

By Joseph King, Librarian, SJCC

I am very grateful for our benefits at SJECCD and the Collective Bargaining Unit's negotiations that have kept them that way. I wanted to point out that our Employee Assistance Program (EAP) is one of the best benefits we have.



There is criteria that needs to be met (i.e. exclusion of tax advice, personal lawsuits, and divorce advice) but if you meet their criteria, it can be a tremendous help. I spoke to a great attorney and she was very helpful and supportive. I have also used the

EAP for work related counseling issues. I highly encourage faculty to explore it and take advantage of it.

This summer, I had a serious legal problem and one benefit of EAP includes a half hour consultation with an attorney by phone.

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AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/238-1133, ext. 4493; send an e-mail to [disclosureinfo@aft.org](mailto:disclosureinfo@aft.org); or visit [www.aftplus.org/disclosure](http://www.aftplus.org/disclosure).

# The Promise of a College Education

By: Barbara Hanfling, FA, AFT 6157 Executive Director

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2. Join the leaders from SJECCD, WVMCCD and FDA in working together. We will be planning a press conference, a fundraiser (save Tuesday November 27<sup>th</sup>) and setting up tables on campus with our student groups to raise money and educate our folks on this proposition
3. Join our COPE committee, go to our web page at [www.fa-aft6157.org](http://www.fa-aft6157.org) and click on COPE, fill out the form and put it in the Faculty Association mail box. This will enable the Union to contribute more money to Proposition 92
4. Wear a button everyday that says “YES ON PROP 92”; distribute literature after your class is over; call the Union and volunteer your time

We know we are all busy in classes and our own lives, but there are times when every one of us must make room for other things. **This is one of those times. Never before have we had the opportunity to so directly impact our own futures and the future of our students.**



This proposition is about **each and every one of us**, but it will not succeed unless **every one of us** participates in every way we can.

## China's Labor Leaders Meet Local Leaders

By: David Yancey, FA, AFT 6157 President



On Monday September 24, 2007 the President of the Teacher's union from Shanghai, China were greeted by several community college union leaders in Alameda, California. The meeting was arranged by the CFT to allow for discussion and an exchange of ideas which ultimately might lead to future exchanges of both students but also faculty from each country in an effort to break down existing

barriers and misunderstandings between the two countries. Except on those rare occasions when we see real political leadership in this country, non-existent under the current administration, but rare under either political party, advances between countries can happen by contact between the people of those different countries. After all it is the relationships between people that make change work. Executive Director Barbara Hanfling and I were among the union leaders that met with the Chinese delegation and the meeting was very enlightening. Although China is ruled by the Communist Party and are directly related to the unions in that country, it was clear that we shared a common desire to educate and to try to improve the conditions of our respective societies. It was also clear that the environment under which the teachers in China conduct their classes and their ability to exercise the kind of “academic freedom” enjoyed in this country was very different. All of these representatives seemed well educated and enthusiastic

about our joint profession but the idea of being unable to express their opinions as openly as we all do, without much concern for being arrested, was the 800 pound gorilla in the room. It was reaffirming of just how free we are and how we should never take that for granted.

The result of the meeting was a commitment to continue the dialogue and start the discussions at each college about the possibility of taking part in the exchange programs that may develop.

FACULTY MATTERS  
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