

FACULTY MATTERS



FACULTY
ASSOCIATION
AMERICAN FEDERATION OF TEACHERS
LOCAL 6157

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SPRING TWO

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Celebrating Human Rights

By: David Yancey, FA, AFT 6157 President

On February 29, 2008 Santa Clara County's Human Rights Commission celebrated its 36th Annual Awards Breakfast. The event offers recognition of the efforts of community groups, private citizens and student organizations in advancing the cause of human rights, tolerance and bridging divisions that still separate us from each other. This year was an especially significant and important year.

First off, this event is sponsored by the Commission where **Richard Hobbs**, our Board of Trustee member is in charge of the Commission. We frequently ask for help and assistance from our Board of Trustee members and what better way to show our appreciation then to attend events that are important to them?

The second important reason for attending this event was that one of the award winners was our very own colleague and Council of Division Representatives member: **Paul Fong, EVC Political Science/History**. The Union already has endorsed Paul Fong in his race for Assembly District 22, and it was a great honor to be at an event that also recognized his contributions.

FA, AFT 6157 /Academic Senate/ Student Leadership-In Attendance
Your faculty association has been attending this annual event as invited guests of the Chancellor Rosa Perez, who sponsors a district table, for the last two years. This year we took the next step and reserved a table specifically from the FA, AFT 6157. Several members of the **Executive**

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Catastrophic Leave Bank

Thanks to All Faculty

The Union has sent out the call for catastrophic leave donations and the good news is in-our catastrophic leave bank has increased incrementally and we will be able to keep our faculty



on full pay and benefits for a longer period of time. Thanks are due to all of you and please keep these days coming in. The stronger the fund, the greater protection we ultimately offer to our seriously ill faculty.

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 Nanette Regua - Adjunct x 3779
 Arturo Villarreal x6609
 Randy Pratt x6592

Retiree Corner

Bill Jacobs, FA, AFT Retiree President

The next general meeting of the Retiree Chapter will be on **Wednesday, April 9th at 1:30 p.m.** Alice Gosak has offered to host the meeting at her home, 401 S. 15th Street, San Jose, 95112, near San Jose State University on the corner of San Salvador and S.15th. Parking is plentiful in the afternoon, and permits are not required after 1:00 p.m. This is a great opportunity to come and visit with some of your old colleagues and friends.



We will be talking about the Board of Trustee Retiree Recognition Event, graduation and update on the GASB committee (Herb Ford, a retiree is our alternate on that committee). FA, AFT 6157 Executive Director, Barbara Hanfling has promised to attend so that she can answer any questions you might have and bring you all up to date on any important news. I look forward to seeing you all there.

Learn From Our Lessons: No Cuts in Classes for 2008-09

By: David Yancey, FA, AFT 6157 President

Kuni and Tim,

Just following up on our conversation today regarding the disturbing rumors we had been hearing that there may be an ongoing strategy amongst the college's administration to reduce the fall class offerings in the face of the pending budget crisis. As we discussed this morning, that strategy is exactly what this district used to do and the results were devastating. It was one of the most revealing assessments of Leo Chavez when he was the SJCC interim President a few years ago. He clearly stated that the decision to downsize offerings in anticipation of a prospective budget crisis ultimately damaged both our long term FTES and our reputation within the student populations in our district.

We were very pleased to hear you, and the college administrations, are committed to keeping our "growth attitude", that you realize that this budget crisis to will pass, and what we do now can have either enormously positive or destructive consequences. We also discussed that old images die hard and that perhaps we all need to reiterate to all our constituencies that there is a different attitude in this district.

If we have learned anything from the past, excuse the historical perspective it is an occupational hazard, we know that those who keep their doors open and their colleges functioning win at the end of the day.

The Faculty Union is always willing to meet and discuss these issues and work with both of you to ensure our collective success.

Respectfully, David Yancey, President FA, AFT 6157

Celebrating Human Rights

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Board attended, including, **President David Yancey, Vice President Frank Espinosa, Executive Director Barbara Hanfling, Grievance Officer Debbie DeLaRosa, full time representatives from both campuses, Clem Lundie, Teck Ky, adjunct board members Jory Segal and Vivian George Morgan, members of the F/A negotiations team, Mark Newton.**

We invited the President of the SJCC Academic Senate, **Virginia Scales** in recognition of the cooperative and supportive working relationship we have developed between the FA, AFT 6157 and the Academic Senates on both campuses, and two student leaders, the **SJCC Associated Student President Raymond Woods and one of the San Jose/Evergreen Student Trustees Scott Guagliardo.** Scott and Raymond were actively involved in the student support of Prop. 92 and it seemed fitting to show our appreciation for their outstanding efforts.

Why was it important for the representatives from your union to attend an event like this celebration? The answer is both simple and complex. The simple answer, of course, is that supporting events like this is the right thing to do. How can you not celebrate the efforts of people to lift people up who need it, breakdown barriers that divide us, reach out to help those who are not as fortunate as we are and to advocate for social justice, tolerance and peace?

The more complex answer to this question requires a rather detailed explanation. Your Faculty Union leadership has been working very hard, for many years, to establish trust and

cooperation in this district—first, with you, our membership, and then with the other constituency group’s leaders, college and district office leadership and finally with the Board of trustees.

Accomplishing that goal takes time, commitment and a concerted effort to reach beyond the normal confines of union priorities (wages and working conditions).

Audacity of Union

Last year I wrote an article in the newsletter titled “The Audacity of Union” in which I highlighted our union’s expanding role. I wrote about how your FA, AFT 6157 Executive Board members have gone above and beyond their role and responsibilities as members of your union leadership. Their efforts continue today and your union, AFT 6157, is starting to be recognized as an important voice at the state and local levels—especially within our own district.

So attending this Human Rights celebration is just one of the ways we are trying to change the culture in this district and make our collective lives better. Our attendance raises the awareness of our union and establishes the recognition of our union as a full participant, in the larger community where we all live and work. It also furthers the recognition that your FA is



Raymond Woods, David Yancey & Debbie De La Rosa

an important component of the district not just as those folks across the table at negotiations time.

I am convinced that our efforts in these endeavors have strengthened our position and influence in our district but is also key in developing the cooperative and productive relationship with our college’s and district’s leadership structure that reduces confrontations, builds trust, and furthers our shared values of fairness, tolerance and social justice.

Let me close by saying that everything we do as your union leadership is in an effort to advance not only the needs and interests of our faculty, but also to contribute in a positive way to the health and happiness of the district in which we all work and to hopefully further well being of our community at large.

By working together we can make a difference.

At the Table Again: Negotiations to Begin on Reopener

It's that vicious cycle: we complete bargaining and before we know it, it is time to open the contract again. What creates this constant bargaining in most districts?

There are reasons the key issues are the uncertainty of budgeting from Sacramento, the lack of a revenue base caused by Proposition 13, and the fear of taxes to correct shortfalls. Because the Sacramento budget is such an ephemeral document, and we don't know from year to year what the fiscal outlook will be, nor how much money will be allocated for CCD's, it is virtually impossible to bargain more than a contract one year at a time. What this means is that your Union negotiations team is constantly at the table, no end in sight.

Below is the opening proposal which will be presented to the Board of Trustees in April.

2008-2009 Sunshine Proposal for Reopener from the Faculty Association, AFT 6157 to San Jose/Evergreen Community College District

The following represents the opening proposal from the Faculty Association, AFT 6157 (Union) to the District. The Union reserves the right to add, amend, delete or change any of these proposals.

ARTICLE 8-SALARIES

- Article 8.1- A fair and equitable Salary Increase-** Salary increase to be effective July 1, 2008
- Article 8.6- Placement on Salary Schedule for Faculty in Disciplines Not Requiring a Masters-**delete current language and include language that is consistent

with Salary Appendices and current practice

ARTICLE 9 ACADEMIC HOURLY FACULTY AND SUBSTITUTES

- Article 9.1- Salary increase to be effective July 1, 2007 - A fair and equitable Salary Increase-** Salary increase to be effective July 1, 2008
- Article 9.1-Increase Adjunct Pro Rata Salary Schedule for Lecture by 1% to 66%.**
- Article 9.2.3-Non Instructional Faculty-**Create Pro Rata Salary Schedule for non instructional and give credit for education and experience.
- Article 9.5 - Placement on Salary Schedule for Faculty in Disciplines Not Requiring a Masters-**delete current language and include language that is consistent with Salary Appendices and current practice
- 9.16 Medical Benefits:** Faculty working 40% or more who participate in Kaiser medical plan shall be able to pay for dental benefits for self and for dependents.
- 9.22 Adjunct Faculty Member's Bill of Rights-** If an adjunct's class is canceled either the week before or the first week of classes, the adjunct faculty member shall be paid for one week of instruction for the preparation time.

ARTICLE 11- CALENDAR – 2010-2011

ARTICLE 12-WORKLOAD, CLASS SIZE, CLASS CANCELLATION

- Article 12.3.1.2 Laboratory Class Assignment-**Propose Lecture Lab Parity for all science and nursing courses
- Articles 12.1.3.3, 12.2.1-12.2.3-Cumulative Load/Guidelines:** Delete these sections.



Council of Division Representatives

- Article 12.3.2-Non Instructional Work Year-**Increase work year of counselors from 32 weeks per year to an 11 month contract. Language to be negotiated.
- 12.7.9 Procedure for Appealing Class Size**
Between February 15-28 of 2008 and every three years (2011, 2014, etc.) thereafter, a faculty member or an administrator may submit to the Union and the VP for Academic Affairs an appeal of the current class size. (Language to be bargained)

ARTICLE 17-BENEFITS

- 17.1.5 Vision Plan-** Improve Vision Plan
- 17.2 Maximum Annual District Contribution-New:** The District shall contribute the full cost of all Health and Welfare benefits mandated by the Insurance Companies. Delete dollar amount listed in the contract.
- 17.2.1-Dental Plan-**Delete composite rate and ensure that rate is broken down

ARTICLE 18-RETIREMENT

- Article 18.1.2 New:** The District shall contribute the full cost of all Health and Welfare benefits mandated by the Insurance Companies. Delete dollar amount.
- Article 18.1.10-**District Dental and Vision plan is identical to the plan offered to full time faculty (See Article 17.1)
- Article 18.2-New- Retirement for Faculty Hired After 1982-**All faculty hired after Sept 1982 shall be entitled to a bridge plan where the District pays retiree benefits until the faculty member has reached the age for Medicare.
- Article 18.4 Golden Handshake-**The District shall offer the Golden Handshake to all eligible faculty members. (Note it has been 4 years since the last offering)

Adjunct News and Views

Grand Opening-SJCC Adjunct Center

By Norma Welles, SJCC ESL Adjunct Faculty Member

On February 12th, 2008, I made a special trip to the SJCC campus to attend the grand opening of the new Adjunct Faculty Center in Room GE-119. **President Michael Burke** and **Chancellor Rosa Perez** were both there to speak and to participate in the ribbon cutting ceremony.

Representatives of the San Jose/Evergreen Faculty Association, AFT 6157 and faculty members who have pushed for this center were also there along with several members of the maintenance crew who did the actual remodel work. They were all recognized for their help and dedication in making this center a reality. In addition to the adjunct faculty members present, there was a nice turnout of full time faculty members who dropped by for a few minutes to see the new center and to show their support for adjunct faculty. We had punch and cookies, people were taking pictures, and



Norma Welles, Pat Space & Jane Rice



John Reinhart, Dr. Burke & David Yancey

Our new Adjunct Faculty Center is wonderful! There are 10 computer stations with storage spaces above them, a printer, a copier, and a long table that can be used when you really need to spread your materials out. There are also 20 private lockers along two of the walls. These are available on a first-come, first-served basis. There is also a kitchen, with refrigerator and microwave, and there are two small rooms on either side of the kitchen where you can meet with students or use when you need a quiet place.

You need to access the center with a key fob, which you can get by contacting Corinne Espino. She will also be in charge of parceling out the

there was a lot of meeting and greeting going on.

lockers, so if you want one of those, she will be able to help you with that too. Her email is corinne.espino@sjcc.edu. (NOTE: If you want to use the copier in the Adjunct Center, you need to contact Bunnie Rose so can transfer half of your allotted copies from Reprographics to the Adjunct Center.)

Although the room is very utilitarian, it has been decorated in soft greens and blues and there is a nice lounging area in the center with a soft couch and chairs just made for relaxing. It is a great place to take a break between classes, meet with students, prepare lesson plans, have a bite to eat, or just sit and visit with others. As a member of the adjunct faculty at SJCC since 1996, I have been waiting for something like this for a long time. And I know that great thanks go to our Union who really pushed the College to make this adjunct center a reality. It was well worth the wait and I hope all of the adjunct faculty will check it out and make use of it as I have already started doing.

California Federation of Teachers (CFT)

Call for the Convention-April 11-13 Oakland

“We Do the Work and We Vote” will be the theme of this next CFT Convention scheduled in Oakland. One goal of the Convention is to move our locals into a stronger organizing mode and enable our members to lead the way. This meeting will have workshops on Academic Freedom, Adjunct Faculty/Parity, and as always information from our attorneys on Community Colleges.

The Convention represents the highest policy-making body of the CFT. The

SAN JOSÉ/EVERGREEN FACULTY ASSOCIATION, AFT 6157

Union’s vitality and democracy depends on strong participation by all locals. Delegates will decide important resolution and as important make



Attendees of the 2007 CFT Convention

important connections with other faculty/classified through out the state.

This is a great opportunity for active union members to learn more about the CFT and to join with the Executive Board and the Council of Division Reps and interact with faculty and staff from community colleges across the state. If you are interested in being an AFT 6157 delegate to the convention, please contact President David Yancey by March 25th, 2008 at 9:00am.

What Has the Union Done for You Lately?



By: Barbara Hanfling, FA, AFT 6157 Executive Director

1. My name is Claudia Schalesky, an adjunct faculty at Evergreen since the fall of 2006. I teach Spanish at the college and it has been a great experience for me. The students and my fellow colleagues have made me feel welcome at EVC.

Last semester a situation arose concerning my salary. According to the new agreement done with the Faculty Association our salaries were going to be increased but in my case the contrary happened. I found myself confused, and I had some questions that the faculty association was able to answer.

I got in touch with Barbara Hanfling, Executive Director of the faculty union, and through her, the error made with my salary was cleared and I got a check with the amount that I was owed. I want to thank the Faculty Association for helping me with this matter and for all the work it does on behalf of the faculty at EVC. It is important to know that we can count on them when situations like this arise.

2. Adjunct Faculty Member-Union Takes on Inappropriate Treatment

At the end of the spring 2007 semester, one of our adjunct faculty members at SJCC was asked by her dean to leave

the campus due to an unsubstantiated student concern and the dean determined that he needed to call in the campus police to deal with this situation. Two of our very own campus police showed up at this faculty member's classroom and ensured that she left campus. This adjunct faculty member had never been talked to by her dean, she was unaware of what the situation was, and suddenly there were police officers outside her classroom. In this incident we are talking about justice and a faculty member's livelihood and reputation.

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Trustee Hobbs Endorsed by FA, AFT 6157

On March 7, 2008 the Executive Board of the FA, AFT 6157 voted unanimously to endorse the candidacy of Trustee Richard Hobbs as the candidate for the Area 2 seat on the Santa Clara Board of Supervisors. Trustee Hobbs has been a long time friend of the Faculty Union, and the faculty in our district, in fact was at one time an adjunct faculty member in the SJCC Labor Studies Program.

Richard is currently the Director of the Human Relations Board of Santa Clara County and will be an outstanding Supervisor for the people living in Area 2.

We wish Richard great success and we will keep all of you informed as to



Trustee Richard Hobbs

the progress of the campaign and how you can all lend your support to his eventual election.

Below is the letter sent to Richard informing him of our endorsement.

Richard,

It is with pleasure that I inform you the F/A, AFT 6157, at its Executive Board Meeting on March 7, 2008, gave its endorsement in support of your candidacy for the Area 2 seat on the Santa Clara Board of Supervisors. We have always had a positive and collaborative relationship and your support of our faculty has been an important part of the gains we have made for both full time faculty and our equally important adjunct faculty.

Please let us know how we can support you in your up coming campaign.

David Yancey, President, FA, AFT 6157

A Faculty Plan to Move up in Salary

SJCC Labor Studies Program

By Frank Espinoza, FA, AFT 6157 Vice President

As the Vice-President for our Faculty Union, AFT Local 6157, I want to encourage colleagues, who have not yet done so, to work at developing their Growth and Development Plan. The advantage of early preparation is obvious; it is a tremendous opportunity for you to engage in Professional Development while working towards a higher salary. As you begin to develop your plan, I want you to consider the course offerings that are available via the **SJCC Labor Studies Program**.

As I prepared to develop my Growth and Development Plan (GDP), in order to move into higher salary steps, I came across Labor Studies courses that captured my interest. The only Labor Studies Program, offered at a South Bay Area Community College, happens to be available in our very own district. San Jose City College is home to an amazing offering of courses in Labor Studies. These courses provide a wide range of topics that enhance awareness of the critical issues facing working people in the U.S. The experienced faculty who teach in the program prepares important topics, as they relate to Labor. Their critical insights on the history of Labor in Santa Clara County, along with the important contributions of Immigrant Leadership in the U.S. have made a



profound impact on my perspective of Labor in the U.S.

I decided to include two courses last Fall 2007 semester in my GDP in order to move towards a higher salary step, as well as, to enhance my own proficiency in Labor issues. I chose **Labor Organizing and Political Action (L.S. 25)** and **Immigrant Leadership (L.S. 34)**, both of which proved to be engaging and filled with important information that has helped me understand my role in the larger political picture. These courses

prepared me to meet the needs of my students as I help prepare them to clearly understand their role as productive and responsible members of society. As I sat in my Labor Studies courses, I could not help but feel that the topics addressed in class would be beneficial for all faculty members who wish to understand our complex roles as working faculty. I eagerly prepared each week for my Labor Studies classes and felt energized at each class meeting that often included guests who hold leadership positions throughout Santa Clara County.

I would like to encourage any faculty member, who is in the process of developing a Growth and Development Plan, to consider enrolling in any of the courses offered in the **Labor Studies Program at San Jose City College**. The topics addressed in class will be informative as well as thought provoking. For more information on the Labor Studies course offerings, contact the **Program Coordinator, Jim Kelly at x3705**. I welcome an opportunity to share, from a student's perspective, more information over coffee; I'll spring for the first cup.

FA, AFT 6157 Executive Board Meetings Spring 2008

Friday, Apr 18, 2008	SJCC	9:30-12:30pm	SC-104
Friday, May 2, 2008	SCCC	9:30-12:30pm	SC-104
Friday, May 16, 2008	EVC	9:30-12:30pm	Appri Mishra Room



What Has the Union Done for You Lately?

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What is wrong with this picture?

Many, many things.

- Police showing up in and around our classroom is the wrong picture. We are a public institution and we respect and value our faculty and staff
- Faculty members should always be informed of students' concerns and complaints
- Faculty members should have right to respond to student allegations/concerns/fears before they are asked to leave the campus
- Adjunct faculty should be treated with the same respect as any other faculty and should not be placed on administrative leave with pay unless there are dire circumstances

What were the Results of the Investigation?

After a lengthy four month investigation, the District sent a letter to the faculty member stating there was no evidence of wrong doing on her part. The letter states in part:

- 1 “There is insufficient compelling evidence to conclude that this faculty member was intentionally

and overtly threatening one of her students....

- 2 Based on the lack of compelling evidence re the events of May 2007, I will recommend that this faculty member be immediately removed from administrative leave.”
- Based on this response one would have assumed that this faculty member would be returned to the classroom and be able to teach—wrong again!
- We would have assumed that the District would immediately take responsibility for incorrectly calling in the police. The investigation letter did not state that.
- BUT, immediately thereafter, the Union was asked to meet with the President at the college and was informed that it was not, nor would it ever be the policy of the district to bring in police to either escort our faculty off campus or for any other reason that was not justified by serious and immediate danger and harm. As a matter of fact both the Chancellor and President made a commitment that this would not happen again.

Settlement Bargained: Despite being cleared of any wrongdoing, the District decided not to return this adjunct faculty member to SJCC due to her part-time employment status. The union immediately took up this case, filed a grievance and worked diligently to come to an agreement that would work for the adjunct faculty member.

The final result was that the Union was able to win a substantial financial settlement of \$19,000 for this adjunct faculty, the right to unemployment benefits; it also allowed this faculty member to re apply to work at

SJECCD if she wished. Here is what the faculty member had to say about this issue: **“I am so grateful that I was taken seriously by the Union and how diligently they worked with me and patiently listened to me through this horrific ordeal concerning my career.”** This agreement was a win for the adjunct faculty member for many reasons, but the key issue here was putting pressure on the District to ensure that this treatment would not be tolerated and that this faculty member deserved to have her rights protected.

3. Adjunct Faculty Members—Medical Benefits for Self and Dependents

Important Information exists for all adjunct faculty participating in the Kaiser Medical Plan in the District. Currently adjunct working 40% or more may sign up for Kaiser benefits and have the District pay half the premium for faculty only.

During the last set of negotiations, the Union was able to bargain language which gave participating adjunct faculty the ability to include their dependents in this plan and pay for their coverage. This cost for dependents will be covered by the adjunct faculty member, but will be taken out of one's paycheck as pre tax money, a great advantage to adjunct faculty.

FACULTY MATTERS
PRODUCTION TEAM

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

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