

FACULTY MATTERS



FACULTY
ASSOCIATION
AMERICAN FEDERATION OF TEACHERS
LOCAL 6157

Don't Jump Yet!

By David Yancey, FA, AFT 6157 President

Colleagues,
The last time I wrote to you I was advising patience until we knew more real data regarding the actual budget numbers and how much we may have to cut our services. We know now that this special session yielded no solution to our state's current budgetary crisis.

The next legislative session began December 1, 2008 and will undoubtedly take up this crisis as its first priority. You have heard from our own chancellor predictions of layoffs and class cancellations in an article in the local media. The wave of pessimistic predictions seems almost "tidal" in its size and projected destructive effects on school districts around our area including our own. So, why am I again

urging patience when Rome seems to be burning?

There are several reasons:

- First, we still don't know any real facts or data about the size of any cuts coming at community colleges, although the situation seems increasingly more severe and some cuts may be necessary,
- Secondly, the rhetorical tactics being used by many in the media are part of the political gamesmanship that requires a certain amount of drama. There exist fairly exact political rules for cobbling together a budget and right now the rules call for "dire descriptions or impacts" if budgetary requests are not met and to some extent we are seeing that now,
- Thirdly, there are always sources of savings within our own district and

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Reopener Agreement Ratified- 97% of Faculty Vote Yes

By Barbara Hanfling, FA, AFT 6157 Executive Director

Thanks to all faculty who turned out to vote on the reopener agreement of our contract. The Union negotiations team was pleased to settle this contract in October, the earliest of any contract settlement in the history of the Union.

There were numerous gains for faculty in this contract. Unfortunately due to the economic downturn that we are facing, it was clear that money from the state was a remote possibility, therefore, our gains were not direct raises for faculty.



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FALL FOUR

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Don't Jump Yet!

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college budgets where savings can be made (i.e. vacant administrative positions, some long time vacant faculty positions and cut backs in vacant classified positions). Using these tactics will mean fewer cuts that are ultimately required,

- **Lastly**, if the history of our state and district budget process over the last several years is to be our teacher, and it should be, then the cuts that come won't be as severe as those predicted and we need to move prudently toward any reductions until we can see real data to support them.

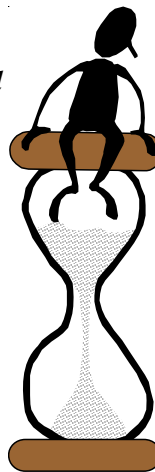
There is also a need to be patient because the tide may be shifting. If you read between the lines in the "official" word from Eric Skinner in the State Chancellor's office you see the following nugget of information. It seems in the last attempts at a settlement in the waning days of the special session in Sacramento there is a reality setting in about the importance and community colleges as vital members of this state's economic engine and the role they play in bringing the state's economy and workforce back into productivity. Eric reported the mindset for cuts has not have been completely thwarted but that the severity of the cuts, particularly to community colleges has shifted in our (community college's) favor.

Of the \$2.5 billion in proposed current-year reductions to Proposition 98, we have been told that approximately \$95 million was proposed to come from the California Community Colleges. This aspect of the budget proposal provides a strong indication that the budget advocacy efforts of community college

stakeholders has been effective at shifting priorities in budget negotiation. Recent budget proposals from the Governor and Legislature had directed a much larger share of the Proposition 98 cuts to the community colleges—closer to 13 to 14 percent versus less than 4 percent in today's package.

As you can see in the ebb and flow of the budgetary battle taking place in Sacramento the multitude of voices supporting community colleges, from CFT at the state level to the many local unions around the state, including our own AFT 6157, have now been joined by the chorus of educational leaders like out Chancellor Rosa Perez and many other chief executives from community colleges and K-12 districts and we are having an impact. To hear the legislative discussion move away from draconian cuts in our community college budget (\$332 million around the state) downward (toward perhaps \$95 million) is an encouraging change.

Bluntly speaking, some powerful people may call my admonitions "pie in the sky" thinking, but my point is twofold: 1) they do not currently have any better information than the rest of us to make data driven decisions about cutting our budget, and 2) cuts made in fear seem likely to lead to significant errors and miscalculations that have been disastrous for our district in the past. We need to hold to our convictions and values that have turned this district toward growth and productivity for the first time in years and not let fear and panic drive our decisions, especially now. We all remain committed to our main function which is education and our students.



Reopener Agreement Ratified-97% of Faculty Vote Yes

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But we are sure that everyone remembers our contract settlement from 2007-08:

1. Full time faculty received a 4.53% increase along with Step 12 at 4.535% giving over 50% of our faculty almost a 10% increase
2. Our adjunct faculty were placed on the full time salary schedule at a pro rata amount giving all adjunct between 2% and 22%.

For 2008-09 we made a couple of substantive changes in the contract the most important being the following:

1. **67% Maximum load:** For all adjunct faculty effective January 1, 2009, the maximum load for instructional/non instructional will increase from 60%-67%. The deans still retain the right of assignment and determination of the load for adjunct. SRP remains at 33%/40%.

2. **Bridge Plan for Retiree Medical Benefits for post 1982 Faculty:** The Union was successful in bargaining paid retiree medical benefits for post 1982 faculty only who retire from the District and are between the ages of 60-65 with 15 years of full time service. Please see the summary of the tentative agreement on our web page at www.fa-aft6157.org.

Students and Faculty Rally for No Fund Cuts



New Chair for our Committee on Political Education (COPE)

Colleagues,
I am very pleased to announce the appointment of **Virginia Scales** as the new FA AFT 6157 Cope Committee Chairperson. Virginia is well known to all of you as a tireless fighter for faculty and student rights. She has a long history of political activism and she understands that faculty issues need a

political voice. Her long experience and involvement in these crucial areas will bring a new vigor and energy to making sure faculty needs and rights are protected. We at the Executive Board are thrilled that she has accepted our request to chair this important committee.



Please join me and my fellow Executive Board members in welcoming Virginia's continued support and dedication to our faculty, campus, district and students.
David Yancey

Faculty Association Mentorship Program

“This is Not Your Grandfather’s Union!”

By Laura Sanchez: SJCC Executive Board Member, Membership Coordinator for FA Mentorship Program



When I arrived here in 1996, it looked as though my future as a college professor was going to be a positive easy adjustment. I planned, scrambled, stayed up all night creating lesson plans, worked all weekend and adjusted to campus life as best I could. Even though I had my TRC mentor, I recognized that I needed more support for all the little things that were happening outside the classroom. I was fortunate to have had several colleagues within my department to help answer some of my questions like, “Where do I go to pick up my check stub?” (Back then that’s what we did) or “What’s an Alternative Plan?” or how about this one, “How can I move across the salary schedule?”

Not all new faculty have the opportunity to meet with their colleagues daily to get questions answered and are often alone in their adjustment to campus life. For me, what came last was my exposure and knowledge about my union. I needed help figuring out my sabbatical, understanding how to move across the salary schedule and needed help learning what my rights were as a union member.

There is a Difference between a TRC Mentor and a Union Mentor

Unlike a TRC mentor, a Faculty Association, AFT 6157 Mentor can help assist new non-tenured faculty with questions that will improve understanding of the purpose, mission and goals of the union. There is a need

here beyond what a dean or TRC mentor can provide a new faculty member and the Faculty Association recognizes this as a way to help and also build relationships between faculty.

The Faculty Association, AFT 6157 has developed a new Mentorship Program for all new non-tenured full-time faculty to help new faculty adjust to campus life and learn about the union. The Faculty Association would like to help, support and educate new faculty members but would also like to change the idea of the union from “Only coming to the union when there is a problem,…” to “This is Not Your Grandfather’s Union!” The idea is to expand upon all the resources, build relationships, teach faculty about the goals and mission of the union, provide support and a positive leadership roles for new faculty members and develop more community within the membership group.

What are the Responsibilities of Union Mentor?

The Mentorship Program is a way to connect new faculty with experienced faculty so to build relationships that continue to strengthen our FA Union, enhance our community through social networking, and help support faculty as they join our family institution.

The Faculty Association, AFT 6157 Mentorship Program has already matched experienced tenured full-time faculty who so graciously volunteered to work with new non-tenured full-time

faculty. Here is a list of our new Faculty

Union Mentors: **SJCC-Eve Page-Mathias, Joseph King, Wendy Pio, Ron Levesque, Sharon Youngblood, Marc Sola and Mark Newton. EVC Union mentors are: Teck Ky, Richard Regua, Jack DaSilva, Debbie DeLaRosa, Randy Pratt and Frank Espinoza.** We are currently launching our first Mentorship Program between mentor and new non-tenured faculty come this spring semester. Eventually, we will add adjunct faculty to the program to include everyone in our vision of community.

The Faculty Association, AFT 6157 would like to invite all faculty to become a mentor as the college and district work diligently to figure out how they will hire new faculty in the coming semesters. Please contact **Membership Coordinator Laura Sanchez (SJCC) or Frank Espinoza (EVC)**, and spend time networking and building relationships. It’s really what faculty is already good at!

This is no time to relax. We must be proactive in continuing to work with our district in hiring new faculty for the future and when we do, the Faculty Association Mentorship Program will have trained faculty willing to help new faculty make a positive transition and become part of our family.

Our first Faculty Association Mentorship Training meeting was

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What Has the Union Done for You Lately?

By Barbara Hanfling, FA, AFT 6157 Executive Director

As many of you may remember, last year the Union was able to place all health center nurses/professionals into the FA, AFT 6157 bargaining unit as adjunct non instructional faculty. These nurses/health professionals had been paid as professional experts at a low salary rate for over 15 years which violated the Education Code.

With the entry of these Clinic Nurses, Nurse Practitioners and Counseling Directors and Supervisors into the bargaining unit, their pay increased commensurate to their skill and education level and they received all the benefits available to adjunct faculty

in our bargaining unit. This past summer many of them received a retroactive pay check back to September 2007.

It came to the Union's attention this year through some of our members in the health center, that although they had been placed in our bargaining unit effective July 1 2007, they had not received retroactive sick leave to July 1 2007.

Recently the District and Union agreed to a side letter which contains the following: "The District and Union also agree to provide sick leave retroactive

to July 1, 2007 in accordance with Article 13.5.1 and ...agree that the implementation will be completed by June 30 2009." "...if any health Center faculty becomes ill during the 2008-2009 academic year, they may use all eligible sick leave earned retroactive to July 1, 2007."

Again we are so pleased to continue to represent our faculty and to enforce the terms and conditions of the contract.



Faculty Association Mentorship Program

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November 14, 2008 @1:30pm in the Community Room at San Jose City College. There we discussed expectations and welcomed feedback since this is a work in progress. Let us know if you would like to contribute to building collegial relationships with new faculty who are eager to have a new mentor.

Here is what some of faculty members have to say about this new program:

Rufus, "Yes, I look forward to "smiling" with you. I hope I can show you how wonderful SJCC is as a place to work. Any questions before we meet... do not hesitate to ask." **Namaste, Eve Page Mathias**

When I first arrived as a newbie at EVC it was the open, good nature of faculty such as Frank Espinoza that welcomed me. I salute the FA mentoring effort and aspire to offer a similar opportunity for the new faculty that have become a part of our community."-**Jack DaSilva**

Laura & Ron: "Thank you both for your help and insight this semester. I am pleased to receive Ron as my FA mentor. Yes, we have already established a bit of a working relationship. But, I have a lot more to learn from him!" **Khalid White**

"Great. Khalid, we all have lots to learn from each other on an ongoing basis, so this will be great for me to learn more about you and your program and your life."-**Ron Levesque**



Know Your Rights

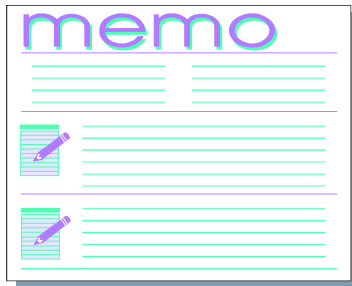
By Barbara Hanfling, FA, AFT 6157 Executive Director

Adjunct Faculty: Right to Collect Unemployment over Intersession

Adjunct faculty have the right to collect unemployment (UE) over intersession, based on a Superior Court decision filed by the CFT called **Cervisi et al vs. Unemployment Insurance Appeal Board**. The Superior Court stated the following: "...the assignment form issued to the instructors stated that: 'employment is contingent upon adequate class enrollment.'" The Court also held that the record established that the offers of employment made by the school employer were "contingent on adequate enrollment, funding, and the approval of the District's Board of Governors."

The Superior Court concluded that "under the statute, an assignment that is contingent on enrollment, funding, or program changes is not a 'reasonable

assurance' of employment." Based on this Court Decision fought for by San Francisco CFT local, adjunct faculty now enjoy a right and privilege that can help them through the times when they are not teaching. If you wish to collect unemployment, you must apply in a timely manner. Therefore, it is important that you access the unemployment board web site for all the information you might need.



First file your claim for unemployment benefits with your local UE office. If your claim *is* denied at the local level, **you must appeal this denial within the time frame listed on the denial form**. Also remember that even if you have a contract for teaching for the spring semester, **you must answer no to the question of whether you have a guarantee to work**. That contract is not a guarantee as you know; you can be bumped from this contract. You may want to mention the Cervisi decision listed above when you are applying for UE benefits. Please feel free to contact the FA, AFT 6157 if you have any questions, and consult the following sites for more information:

Unemployment- www.edd.ca.gov

CPFA- www.cpfa.org/unemployment.html

FACCC- www.faccc.org/part_time/parttime.htm

Internal Review of Union's Budget Completed

By Linda Ferrell, FA, AFT 6157 Fiscal Officer

Every year, three San Jose and Evergreen faculty members perform an internal review of the union's books. The faculty members perform this review guided by the American Federation of Teachers' (AFT) instructions. The team may make recommendations to the Executive Board to improve union's financial policies and procedures. Last year the team recommended that we backup

and save our financial records offsite so we would not lose any data in case of fire or computer theft. The union now does this so all our data is protected from loss.

The Executive Board wants to thank the 2007-08 internal audit team for their service this year and in prior years. Thanks so much to **Teck Ky, Ann**

Soman, Ron Levesque for their hard work and good ideas. Also, we want to thank Iris Kachuck who was on the internal audit team for the past few years.



2009 Union-Sponsored Scholarships

Deadlines Are Approaching Soon!

Raoul Teillet Scholarship Program

The California Federation of Teachers offers \$3000 and \$1000 scholarships to high school seniors and continuing college students who are dependents of CFT members. **Application deadline: January 10 and July 1, respectively.** To learn more, phone (818) 843-8226, or go to www.cft.org and click on Scholarships.

Robert G. Porter Scholarship Program

The AFT awards four \$8000 scholarships to high school seniors who are dependents of AFT members, as well as 20 continuing education grants of \$1000 to AFT members. **Application deadline: March 31.** To learn more, email porterscholars@aft.org, phone (800) 238-1133 extension 4457, or go to www.aft.org/aftplus/scholarships



Union Plus Scholarship Program

The AFL-CIO offers scholarships ranging from \$500 to \$4000 to union members, their spouses, and their dependents who are enrolled at an accredited institution of higher education. **New this year,** scholarships are available to graduate students. **Application deadline: January 31.** Go to www.unionplus.org/scholarships.

New last year! Union Leaders of the Future Scholarship Program

To help more women and people of color become union leaders, the AFL-CIO now offers \$3000 scholarships to qualifying union members. **Application deadline: May 30.** To learn more, go to www.unionplus.org/scholarships

Little known! National Labor College Scholarship Program

For individuals wanting to attend the National Labor College in Maryland or New Mexico, the AFL-CIO awards a total of \$25,000 to eligible members or staff employees of affiliated unions. Learn more at www.unionplus.org/scholarships

Dolores Huerta Labor Institute- Norte

A Labor of Love for the Love of Labor

By: David Yancey, FA, AFT 6157 President

It is not hard to believe in collective action and the power of “progressive unionism” in our district today. The success of our FA AFT 6157 is a prime example of what can happen when management and labor find common ground and see their collective interests advanced by building trust and confidence in each other in running our district and both campuses.

But how do we spread that message to our students and beyond our own district’s boundaries? The faculty union is already doing that to a large extent

as it reaches out beyond the traditional roles of unions to embrace the broader aspects of life in our ever-changing workplace. But the next step is even more important. We need to instill in the upcoming generations of Americans the value of unions and the positive impact unions have on all of our lives. My family members were labor unionist from my earliest memories. We used the income from my paper route to support the family during a long summer strike my father’s union authorized. I learned the value and the power of unions first hand and I

understand it still today. But most of the people in our student’s generation haven’t had those kinds of experiences and so they lack awareness and early understanding of the value unions have played in our society and the furtherance of the middle class in our country. Most people, especially those not in unions, don’t understand that unions set the wages and the working conditions for most workers in this country.

To help create that awareness and understanding of the value of unions

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Dolores Huerta Labor Institute- Norte

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and unionism we are about to mount a massive educational effort. To be successful in that effort will require commitment and dedication.

On November 7, 2008 a meeting was held with **Chancellor Rosa Perez**, **President Michael Burke**, representatives from the South Bay Labor Council, the FA, AFT 6157 leadership (**David Yancey**, **Frank Espinoza**, **Mark Newton** and **Barbara Hanfling**) along with Labor

Studies professor **Jimmy Kelly** and the dean of that area **Patrick Gerster** and the Executive Director of the Dolores Huerta Labor Institute in Los Angeles, John Delloro. The purpose of the



meeting was to establish the working group for creating a Labor Institute in our district in the same form as the Dolores Huerta model in Los Angeles. This effort will call for all of us working together to bring this goal to fruition but the impact on our society, our students, and our Labor Studies Program will be incredible. There will be much more information in future newsletters and emails so keep an eye out for more information.

FACULTY ASSOCIATION, AFT 6157 EXECUTIVE BOARD MEETINGS SPRING 2009

<u>Date</u>	<u>Time</u>	<u>Location</u>
Fri, Feb 20, 2009	12:30-3:30pm	EVC Appi Mishra Room
Fri-March 13, 2009	9:30-12:30pm	SJCC SC-204
Council of Div. Reps.	1:00-3:00pm	SJCC SC-204
Fri, March 27, 2009	12:30-3:30pm	EVC Appi Mishra
Fri, April 17, 2009	9:30-12:30pm	SJCC SC-204
Fri, May 1, 2009	9:30-12:30pm	SJCC SC-204
Fri May 15, 2009	9:30-12:30pm	EVC Appi Mishra Room

FACULTY ASSOCIATION, AFT 6157 ADJUNCT FACULTY MEETINGS SPRING 2009

<u>Date</u>	<u>Time</u>	<u>Location</u>
Thurs Mar 12	4:00-5:15pm	EVC Appi Mishra Room
Mon Mar 16	4:00-5:15pm	SJCC Adjunct Center

Students and Faculty Rally for No Fund Cuts



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