

FACULTY MATTERS



FACULTY
ASSOCIATION
AMERICAN FEDERATION OF TEACHERS
LOCAL 6157

Newton Shines At the Rust Award

by David Yancey, FA, AFT 6157 President

For those of you who don't know the history of the **Ben Rust Award** it is the highest award given by the California Federation of Teachers, CFT. It is named after an early 1950's union leader who was instrumental in organizing California teachers in Oakland during the formative years of the "California State Federation of Teachers."

The Ben Rust Award was created to honor those union leaders who best personify what leadership and union organizing means. Those chosen are honored each year at the CFT Annual Convention.



Mark Newton (left) With David Yancey at the CFT Convention. Mark Received The Ben Rust Award
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Marching Through March

by Barbara Hanfling, FA, AFT 6157 Executive Director

March in March

Our first event was on March 22nd when many of us headed to Sacramento to ensure our voices were

heard in the State Capitol. This March in March and rally are now traditions that have been occurring for at least 6 years.



We started our day at 5:00am with coffee and donuts and climbed into our buses. There were faculty, students, Board of Trustee member Mayra Cruz, our administrators and almost 400 of us from both colleges. The entire **SJCC Cosmetology** department marched with their faculty, using their scissors to turn SJCC purple t-shirts into designer t-shirts. Their slogan: "Cut Hair, not Budgets".

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SPRING THREE

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Newton Shines at the Rust Award

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In 2010 the person given this prestigious award was our own **Mark Newton**. Mark's winning of this award was based not only on his tremendous contribution to our union, AFT 6157, but also for his work at the state level helping other faculty around the state see the value of unionism. Mark also served for over seven years on the Executive Board of the South Bay Labor Council here in San Jose, a position that brought many positive benefits to our local union and to the District as a whole.

Mark's reaction was his typical modest and humble reaction to any accolades that come his way, "I don't deserve this," but when you read the history of Ben Rust and review the criteria established by the CFT for granting this honor it is clear that there was no one

more deserving of this award. Mark's early and often singular efforts to bring together our faculty and form the trust and solidarity from which our current union was formed put him in a circle of union leaders that few will attain.

Not only was he the president of our union but often the chief negotiator and grievance officer. His quiet and confident manner in the face of an aggressive and arbitrary district leadership who had little respect or regard for faculty or their needs created the model for leadership we all still aspire to today.

The CFT's bestowing of this great award was a statewide acknowledgement of Mark and his accomplishments and all of us should be proud that one of our own was recognized by our brothers and sisters from all over California for excellence in union leadership.

So when you see Mark around campus, congratulate him on this terrific honor because you know he won't bring it up himself.

Congratulations Mark on a job well done.



Executive Board members with Mary Jan Murphy (seated left) at the CFT Convention where Mark Newton (seated center) received the Ben Rust Award

Marching Through March

—Continued from page 1



Reaching Modesto

SJCC showed up in force with their purple T-shirts making strong statements about saving Education, protecting all our services and no to any tuition hikes. EVC brought their placards and banners and marched side by side with about 7,000 other higher Education marchers.

The situation is dire in Sacramento...any further cuts or fee increases from Sacramento will hit our students really hard and cut our services to those who need it the most.



March Through California:
Tuesday, April 6th, 4 faculty from SJECCD (**Frank Espinoza, Debbie**



CFT Banner

DeLaRosa, Jess Votaw and Barbara Hanfling headed out to Modesto to join with the marchers who have been marching through California for the last 31 days, having marched already 265 miles; 101 miles to go to Sacramento!

There are about 20 core marchers and organizers and every day, many more join them for the march. Tuesday, we marched about 8 miles along the route that **Cesar Chavez** marched with the farm workers in 1965. By the end of the march, more faculty and staff had joined us and we were about 60 strong walking through the streets of Modesto.

Important words from Cesar Chavez: *“There’s something about a march that is very powerful. It’s a powerful weapon, a powerful organizing tool, and it has a powerful influence on those who participate.”*

Nine of us marched again on Saturday April 10th and we will be organizing faculty to join us in Sacramento on Wednesday, **APRIL 21ST** we will be **leaving SJCC & EVC at noon.** Please put this date on your calendar.



Debbie De La Rosa & Jesse Votaw Walk 8 miles

Please access this site (www.Fight4CAFuture.com) to learn the stories of the core marchers, the goals of this march (which includes teachers, classified, home care workers, city, and county workers) all fighting for the same things:

- Quality public education and public services for every Californian
- Government and economy that serves us all
- A fair tax system to fund California’s future

A Proud Member of Local 6157

by Minerva Duke, FA AFT 6157 EVC Representative



Fabio Gonzalez, Jesse Votaw & Minerva Duke at the Annual CFT Convention

This was not my first State Convention that happened over the weekend of March 19-21, but this weekend I had an epiphany. I realized just how much our union leaders are respected and admired, and it gave me an incredible sense of pride. It also, however, made me wonder if the rest of our faculty realizes how lucky we are to have these great leaders represent us.

On Saturday, **Mark Newton**, our past-president and a member of our negotiation team, received the highest recognition by receiving the Ben Rust award for his work in founding our local union, and most importantly for uniting our faculty and giving us a strong voice in our district. Part of the recognition included the fact that he realized we needed a full-time Executive Director, and that is how we hired our superb **Director, Barbara Hanfling** — who is diligent in

educating our district on the policies and procedures of our contract.

Mentorship Program Heralded

That afternoon, our **President David Yancey and Laura Sanchez, San Jose City College Mentorship Coordinator** presented a workshop on our

mentorship program that started one year ago at City College and Evergreen College. This mentorship program pairs a new tenure track professor with an experienced professor to serve as a role model, resource person, and promoter of our union. The workshop was well received by other local unions and the attendees realized the value of this program to increase membership awareness.



Once again, I was proud to be a member of the American Federation of Teachers, Local 6157. That evening, we had the communication awards, and

we have a little competition with the faculty at San Francisco Community College who also win many of these awards. I am happy to announce that we won five awards for articles in our newsletter. “My Humble Beginnings” article took a third place in Best Use of Graphics. Our Executive Director, Barbara Hanfling, took the photos, and I wrote the article. This is a fun part of the conference. The presenter had this amazing voice, they had upbeat music when the winner was presented, and they always had a sharp, witty description of the winner’s submission.

The Politics of the CFT Convention

The funding for public education in California has been slashed, and the logo of our convention was “Fighting for California’s Future.” The main work of the convention takes place on the convention floor, where delegates argue and vote on dozens of resolutions that can change policy in our state, district and colleges over the coming year. Once again, the voice of reason comes through with our President-David Yancey who sees the whole picture and helps us to make strong decisions that benefit us all.

At the end of the convention, I came back and wished that more of us could be as involved as these members. I also realized how lucky we are to be members of a great district and colleges that have a phenomenal team of union representatives. Other colleges SHOULD envy our super star team.

Executive Board Meetings and Other Important Meetings - Spring Semester 2010

Date	Campus	Time	Location
Friday April 23 rd	SJCC	9:30-12:30pm	SC 204
Council of Div Reps	SJCC	1:00-3:00pm	SC 204
Friday, May 7 th	EVC	9:30-12:30pm	<u>Gullo II</u>
Friday May 21 st	SJCC	9:30-12:30pm	SC 204



Derek Fong Wins CFT Raoul Teilhet Scholarship

by Derek Wong, Son of SJCC Faculty Member Deborah Moy

Derek Fong has steadily focused on his goal of attending college throughout his high school years. Part way into his junior year, he transferred to Carlmont High School in Belmont, CA to access a more rigorous curriculum than his previous school. The transition was daunting, but Derek rose to the challenge. His GPA steadily rose from a 3.0 in his sophomore year, to a 4.3 in his senior year. Derek is currently one of only four students in Carlmont's AP Studio Art program – especially notable, as he is a self-taught photographer who had no formal art training prior to his acceptance.

Derek actively participates on the Carlmont varsity track team. He also instructs at the Self Mastery Foundation, where he studied both meditation and martial arts. Derek earned an adult level black belt at age

16, and is the youngest black belt instructor in the program. Outside of school, Derek volunteers for the Letter Carriers Food Drive each year.

Derek's passion is bringing new ways of seeing to the world through photography: "For me, the greatest influence for my decision to pursue photography is the idea of what art represents. It is a form of expression that is capable of reaching all people. All you need to do is use your eyes and look at a photograph, to get some sort of feeling or emotion out of the experience. By pursuing art, I am able to share my experiences in a medium that I believe is capable of telling so many things to so many people. ... My ultimate goal in pursuing photography in college is to learn how to better express my ideas and perfect my skills. I wish to one day inspire people to see similar things in their daily lives."



Derek Fong, son of SJCC Faculty Deborah Moy

To date, Derek has been accepted at Cal Poly San Luis Obispo, University of Redlands, California College of the Arts, and several other colleges.

FA, AFT 6157 Supports The Role Model Program

By Linda Hoogendijk, Nursing and Allied Health EVC, FA, AFT 6157 Division Rep

Friday March 19, 2010 I had the opportunity to represent the FA, AFT 6157 at the *Role Model Program Annual Luncheon* held at the Corinthian Center in downtown San Jose.

I met Zack a future Nascar driver, Celine a future veterinarian and Andrew a future military man. These and twenty seven more **fourth graders** attend Cureton Elementary School. The students all participate in the *Role Model Program* which links a successful adult Role Model volunteer to an underserved classroom. The volunteer delivers a CA State Standard

curriculum entitled "Dare to Dream". The goal of the program is to help young people explore the skills needed for education success as a life goal.

The fourth graders have designed personal business cards and they "worked the room", introducing themselves, shaking hands and offering a business card. I was impressed with their social and business skills.

Nanette Regua, Richard Regua (EVC), and Ron Levesque (SJCC) from our FA, AFT 6157 attended with me. Ronald Lind (UFC President and SJECCD Board of Trustee Member) hosted our table. Our FA, AFT 6157

made a contribution to the ongoing efforts of the Role Model Program. Michael V. Drake MD, Chancellor at UC Irvine, gave the keynote presentation at the luncheon. Dr. Drake had a powerful message about the small things adults do that make a big difference in the path a young person takes.

This is an excellent program and worthy of considering if you have some time to volunteer in our local schools.

Contact information:
www.therolemodelprogram.org
infor@therolemodelprogram.org
 408-246-0433

What Has the Union Done for You Lately?

1. Upgrading our Seniority Rehire Preference (SRP)
by Barbara Hanfling, Executive Director, FA, AFT 6157

Faculty often believe what they are told by their administrators. But sometimes that information can be incorrect. An adjunct faculty member was told by her dean and by Academic Support Payroll, that once adjunct faculty acquired Seniority Rehire Preference (SRP) at 33%, that she could not increase that amount to 40%. She had originally worked the 3 consecutive Semester at 33%; and then subsequently worked 3 consecutive semesters at 40%. She contacted her union.

Both the Union and District agreed that this was a misinterpretation of the contract. Here is a copy of the email that was sent by the Acting Vice Chancellor of Human Resources to all deans and administrative services and support:

“We believe there has been a misunderstanding regarding the gaining of faculty SRP as delineated in Article 9.18. I have consulted with the FA as well as Donna Williamson, the District’s chief negotiator for faculty negotiations, regarding the agreement language. We are clarifying the language as follows:

It is the intent of the language to allow faculty who initially attain SRP at 33% may, in subsequent semesters, be employed at 40% for 3 consecutive semesters and have their SRP increased to 40%.”

2. My Experience with the Union
by Elaine Amo Kafle-EVC Faculty



My name is Elaine and I am a new instructor (faculty) at Evergreen Valley College, in the newly-approved Nurse Assistant Training Program. As most of you know, teaching involves quite a bit of work and dedication, and the first semester of teaching, especially in a brand new program, can be quite overwhelming! In my case, I just had a baby in December, which added to my initial feelings of being overwhelmed.

The good news is that we have a wonderful Union to act as an advocate for faculty when needed. **Barbara Hanfling and Frank Espinoza** met with me in February to warmly welcome me to Evergreen. They introduced me to the Union and outlined the many benefits available to us as faculty.

Despite their extremely busy schedules, they took the time to meet with HR to intercede on my behalf in resolving an issue regarding step placement. I appreciate so much their efforts and couldn’t be more grateful to have a Faculty Association and leaders in the Association that I could trust.

3. Thanks to the Union!
by Farideh Dada, SJCC Faculty



I barely knew about the significance of the Faculty Union until last semester, when I faced a problem in my contract. I had almost ignored it because I thought it might be too complicated and time-consuming to fix it, until a coworker suggested that I take the issue to **Barbara Hanfling** and ask for advice.

I sent Barbara an e-mail hopelessly, not even waiting for her response. I knew she is too busy to take care of my case. To my wonder, I received an immediate response from Barbara, so concerned as if the issue had affected her, not me.

Barbara kept communicating with me, asking for the information she needed to complete the settlement with the district. Even during the break, she didn’t forget my case and continued her communications with me.

I am glad I had this experience. It helped me learn more about the function and importance of the union. Now I feel more secure, knowing that Barbara and her wonderful team are backing us, teachers.

More From Our Mentees

by Rufus Blair, SJCC ASL Instructor

Hello. My name is Rufus Blair. I am the full time instructor of the American Sign Language (ASL) program at San Jose City College. I would like to share with you some information about myself.

I am Deaf, with a capital D. (Smile) I have been Deaf since I was born. I have been signing since then. I have been privileged to experience and understand both Deaf and hearing worlds. My mother, who is hearing, has been a huge part of my education and I am very grateful for what she has done for me.

I taught ASL and Deaf Culture for approximately 9 years before I was hired to teach at SJCC and other various colleges. I felt like an outsider for the whole time. I knew that Dr Pat Gerster was the dean. I recognized that Joann Bartley was the leading ASL instructor and I worked with her extensively. Joann did the legwork for me.

Tough Beginnings:

When I started at SJCC, there were high expectations and I wanted to

strive to meet those expectations. I was proud that I had my own desk, computer and shared the office with a wonderful and helpful colleague. As time elapsed, I soon realized that there was a huge maze of procedures and processes that instructors have to go through to get things done. Soon, I felt that I was out of place.

I had many questions regarding my rights as an instructor. I wanted to protect myself. Again, I felt like steering a ship without a rudder attached to it. During my first year, I didn't have a mentor from the union.

My Union Mentor

At the beginning of my second year, I was given a Union mentor, **Laura Sanchez**. She has been extremely helpful. She has been able to answer my questions right away regarding salary, my rights as an instructor, how to set up an advisory board, my tenure rights and other Union issues. We have had meetings approximately once every month.

Right now, I feel far more confident as an instructor and am able to help my



Rufus Blair (center) at the Council of Division Reps. Meeting

students so much better than when I was struggling myself. I am very thankful that I have Laura as my mentor as I recognize that the union is here so that they can help protect us. I know that if a problem arises there is and clear and fair process to investigate and ensure that my rights are well protected.

Again, the mentorship program is a fantastic idea and it should continue to help assist newly hired instructors so that they can feel comfortable working in the District in their first year.

Protecting All Our Rights

by Joseph King, SJCC Librarian and FA, AFT 6157 Council of Division Reps

In the fall semester 2009, I let Dr. Burke know that I would like to form an LGBT (Lesbian, Gay, Bisexual Transgender) employee/student group like the one at EVC. With his approval and with support from other faculty, staff and students, we did. Our focus and goals are more for the SJCC LGBT student and they are:

- Advocacy for their rights
- Institutionalize support
- Provide a safe place
- Educate and disseminate information
- Solicit help from our gay friendly colleagues
- Be a role model and increase visibility



Our goal is to have a program each semester and to achieve the above referenced goals in incremental steps. I thank the faculty members who have been of great help and I hope you will use me as a resource.



Know Your Rights

By Debbie DeLaRosa, FA, AFT 6157 Grievance Officer and Executive Board Member

Professional Development Days

Each academic year, faculty are required to attend a certain number of Professional Development days (PDD). Friday, April 16, 2010 is the next PDD. This day has been designated as a mandatory day. All full time faculty must attend the program on their college. There are no alternate activities for April 16th.

Normally, four (4) days of the academic calendar year—two (2) with mandatory attendance—are designated as Professional Development calendar days for the purposes of conducting activities to address critical staff, student, and professional development

needs. Each of the campuses will have activities intended to meet their individual campus needs.

The Professional Development days indicated on the calendar shall be used for activities scheduled, planned and approved by the Staff Development Committee (SDC) with the concurrence of the college president.

The maximum total number of hours for one day of a Professional Development activity is six (6) hours which is based on pro-rata of one fifth of a week's noninstructional assignment. Multiples of six (6) hours constitute additional Professional Development day(s).

Full-time faculty members not assigned to work on the Professional Development day (PD day) and who choose to come to the PD days shall be paid for six (6) hours of work time as stated in the contract. The Faculty member shall be paid at the appropriate pay on the adjunct salary schedule.

Adjunct faculty members are invited to attend these days (and in particular April 16th) but attendance is not mandatory. All adjunct faculty who attend shall be paid up to a maximum of **3 hours** for their attendance (depending on the length of time they attend). Please don't forget to sign in.

Retiree Corner: Letter to the Editor

Dear David,
I felt you made excellent points in the article you published in Faculty Matters called "The Lack of Merit in the Merit Pay Debate" (March 2010). I hope you will pursue having your article published nationally.

The points you made were very clear, and in my opinion, very important. I

have felt for a long time that "merit pay" would not be a good idea, but I was unable to articulate to myself all of the vital reasons that this was so.

Your article is outstanding for its clarity and power of your reasoning. I urge you to pursue publishing nationally, because, I feel, the points that you make are not well understood by the American public.

Particularly, your point about the simplicity of the "merit pay" approach resonated with me. Too often, the public reaches for simplistic ideas. And, as you say, they are NOT the answer.

Again, I wish to express my appreciation for your leadership and dedicated efforts, on behalf of all of us.

Sincerely and gratefully,
Natalie Benumof McMilin, retiree

+

SHOPPING



Remember—Mom likes flowers!
(don't make her remind you)

For more information about these and other savings, go to:
aft.org/members

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