

WORKLOAD EQUITY CAMPAIGN

The case for workload equity: Five faculty members make presentations to the Board

By Katharine Harer, AFT 1493 Co-Vice President & Strategic Campaign Initiative (SCI) Organizer

On Wednesday, May 11, more than fifty faculty members from all three campuses packed the District Board room to support their colleagues who were there to speak to the Board of Trustees about the ever-increasing burden of non-instructional duties. Each of the five presenters looked at the problem from a slightly different angle, but they all had one thing in common. They all expressed their dedication to their students and their desire to contribute to the success of their programs, departments and colleges.

David Meckler, full-time Music instructor at Cañada College, led off with a visual tour of some of



David Meckler

the administrative tasks that consume faculty time. According to David, Curricunet, Tracdat, Webaccess and Online Planning are all “necessary tools”; however, they can become a time-sink due to each of their idiosyncrasies and their non-intuitive pot-holes. Instead of taking minutes, these programs can take hours of time that might be spent, in David’s case, learning new music software to share with his students. David has been with the District for 19 years.

“This pony decided to hitch up to the plow”

Sarah Harmon, part-time Spanish and Linguistics instructor at Cañada College, framed her remarks



Sarah Harmon

with an image of a farmer who needs to plant his acreage: “How will he put together his team? Will he hitch up just one horse or will he add a few ponies?” Sarah went on to describe her work trajectory since she has become increasingly involved in her department and the col-

lege. In 2006, when she came to Cañada, she noticed that the one full-timer in her department was taking on all the non-instructional tasks: Program Review, SLO’s, 6-8 college committees, etc. She watched her full-time colleague -- “the lead mare” -- becoming exhausted, “so this pony decided to hitch up to the

plow.” Sarah took on a number of essential departmental tasks and helped out on college committees. She found that she too was becoming over-burdened – and in most cases – uncompensated for the work she did outside of teaching.

Sarah ended her presentation by coming back to the analogy of the farmer and his fields: What should he do? “Hire more horses? Pick up some extra ponies? Scale back the farm – a high-producing, high-quality farm?” She left the Board with the question: “How would you recommend he put his team together?” Sarah has taught part-time at Cañada for 10 years.

“Why do we go these extra miles?”

Rebecca Alex, full-time Art instructor at CSM, documented the hours she works per week and gave a



Rebecca Alex

copy of her itemized workload, which comprises more than 60 hours, to the Board. As the one full-timer in her department, she does all the administrative tasks and carries out extensive community outreach, finding internships and employment for her art students.

Rebecca ended with the question: “Why do we go these extra miles and put in these extra hours?” She then gave a moving example of how the work she does outside of the classroom impacts the larger community as well as the college community. She worked with several cultural clubs on campus to paint a mural that took at least 1000 hours to complete. Once it was done, a group of students with cultural roots in the Pacific Islands were set to perform their songs in front of the mural. Rebecca watched as the students faltered and couldn’t seem to raise their voices above a whisper. Their teacher pointed to a section of the mural that depicted a powerful moment in their heritage and

continued on page 9

INSIDE THIS ISSUE

- 2 New AFT 1493 leaders elected
- 3 Gradual progress in negotiations
- 4 Galatolo reports on ACCJC reform/removal
- 6 AFT 1493 scholarship winners announced
- 7 AFT 1493 opposes armed police on campus
- 8 CSM celebrates Part-Timer Appreciation Day
- 11 Part-timers eligible for unemployment benefits

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AFT 1493 ELECTIONS

New AFT 1493 leaders elected

AFT Local 1493 has just concluded its elections to determine its officers and Executive Committee members for the next two academic years, 2016-17 and 2017-18.

Monica Malamud was elected to serve as the President of AFT 1493, with Joaquin Rivera and Katharine Harer serving as the Local's Co-Vice Presidents.

Teeka James was elected the Local's Secretary, with Anne Stafford elected as the Local's Treasurer.

Paul Naas was elected to serve as the new Chapter Chair at Cañada College. Michelle Kern was elected to be the new Chapter Chair at CSM. And Rob Williams and Paul Rueckhaus were elected to serve as the Chapter Co-Chairs at Skyline.

Leighton Armitage was elected to be the new Part-Timer Representative at CSM. Jessica Silver-Sharp and Meegan Rivera were elected to serve as the new Part-Timer Co-Reps at Skyline College. There is still an opening at Cañada College for a Part-Time Representative, although there were a number of write-in votes received for this position. The new EC will have to decide who will be appointed to fill this position.

The elected Cañada Executive Com-

mittee Co-Representatives are Salumeh Eslamieh and Doniella Maher. The elected CSM Executive Committee Co-Reps are Sandi Raeber and Shaye Zahedi. And the elected Executive Committee Co-Reps at Skyline College are now Nina Floro and Janice Sapigao.

Additionally, the Local's election determined who the delegates to the next Conventions of the California Federation of Teachers (CFT) and the American Federation of Teachers (AFT) are. The AFT Local 1493 delegates to the San Mateo Labor Council were also determined by this recent vote of the AFT 1493 membership. The names of all of these elected delegates can be found on the AFT 1493 website: aft1493.org.

The new AFT 1493 Officers and Executive Committee members began their term of office at the May 11 AFT meeting.

The Local holds meetings usually on the second Wednesday of each month during the academic year, with meetings rotating on all three of the colleges in the District. The agenda for each meeting is sent out electronically to all faculty a week before the meeting takes place, and all faculty are encouraged to attend and make their voices heard.

The Advocate

The Advocate provides a forum for faculty to express their views, opinions and analyses on topics and issues related to faculty rights and working conditions, as well as education theory and practice, and the impact of contemporary political and social issues on higher education.

Some entries are written and submitted individually, while others are collaborative efforts. All faculty are encouraged to contribute.

The Advocate's editorial staff, along with the entire AFT 1493 Executive Committee, works to ensure that statements of fact are accurate. We recognize, respect, and support the right of faculty to freely and openly share their views without the threat of censorship.

AFT 1493 discourages full-timers from taking on excessive overload

The following resolution was passed at the April 13, 2011 AFT 1493 Executive Committee meeting:

Whereas economic instability and budget cuts are affecting the employment status and livelihoods of part-time faculty in the SMCCCD,

Be it resolved, that the AFT 1493 Executive Committee recommend that full-time faculty members **seriously consider refraining from taking on excessive overload in situations where part-time faculty will be displaced from courses to which they would have otherwise been assigned.**

AFT & District negotiators making gradual progress towards new contract

by Monica Malamud, AFT 1493 Negotiating Team Member

The AFT 1493 negotiating team continues to meet regularly with the District's team and to discuss the proposals that were presented at the two initial negotiation sessions. An overview of both parties' initial proposals was given in the [last issue of the Advocate](#) and the complete document that the union presented to the District is posted on our [union website](#).

The District and the union have already agreed to some changes in the contract and rejected others. For example, on the topic of **payroll**, the union is willing to accept the district's proposal to pay future faculty hires from August through May (as long as faculty who are currently paid September through June can continue on this schedule), and to require direct deposit (as long as current employees who do not have direct deposit are not forced to switch). Regarding **work hours**, the District does not agree to the union's proposal to update the requirement that faculty be present on campus so as to account for the work that faculty conduct virtually.

Several negotiation proposals are still under consideration. When dealing with more controversial issues, each team argues for its position and listens to the other team's point of view, underscoring key desired outcomes. In successive negotiation sessions, the conversation has continued, as negotiators have made counter-proposals and tweaked details, with the goal of reaching a compromise that both parties can agree to. Some examples of topics where negotiations are ongoing are:

- **Professional development:** the union requested an increase in funding for this program, and the District countered with a proposal for a separate sabbatical program.
- **Flex days:** the District would like all faculty (full-time and part-time) to attend district-sponsored activities on designated flex days, but the union would like to preserve the flexibility of conducting other professional development activities as well on alternate dates.
- **Leaves of absence:** the District has agreed to allow faculty to use sick days as necessary (removing the current cap) to care for a sick relative. The union made a proposal for a new maternity/child bonding leave, and the District responded that it is considering a program modeled after the one recently approved in the city of San Francisco.
- **Duties and responsibilities of faculty** (Appendix D): the District proposed additions to the list of duties and responsibilities. The union presented a proposal to revise Appendix D, such that duties and responsibilities of faculty can be quantified, with the goal of achieving more equity in the

workload of all faculty. The District team has indicated that they will respond after the Board of Trustees hears about this issue directly from AFT 1493 representatives on May 11.

The AFT has responded to all of the proposals presented by the District, and the District has now responded to all of the union's proposals, but we have not begun to discuss compensation yet.

This article does not include all of the topics that have been discussed in negotiations so far, but simply provides examples and an overview of some key issues. If you have questions or would like to provide input on the proposals under consideration, please contact your AFT 1493 negotiation team members:



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Show your support for workload equity by signing the [workload equity petition](#). We'll keep you posted on upcoming developments in negotiations.

Support Workload Equity!
Sign the petition now!

Chancellor Galatolo reports on moves to reform accreditation for California community colleges

by Ron Galatolo, Chancellor, SMCCCD

I would be remiss to begin this article on the future of the California community college accreditation without recognizing the tenacity and steadfast leadership of the faculty affiliated with AFT Local 2121 (CCSF). Early in this crusade, they were often chastised by the Accrediting Commission for Community and Junior Colleges (ACCJC) as self-interested rabble-rousers and, regrettably, many educators believed that inappropriate mischaracterization. About a decade ago, I too was criticized by the ACCJC for unveiling an alarming trend of sanctions being levied against its member institutions – including the closure of Compton CCD. I and Elihu Harris (former Chancellor of Peralta CCD) were essentially the only CEO's at that time to openly question this disproportionate and often harsh treatment of ACCJC's member institutions. We too were marginalized. Furthermore, I revealed several instances in which the Commission overruled the reaffirmation of accreditation that was endorsed by the "visiting team" and during closed, private meetings the ACCJC imposed sanctions on those institutions, ignoring the peer recommendations.

Early critiques of ACCJC were largely ignored, but everything changed when they went after CCSF

In those early years, the movement by a few to highlight these disparate and often unfair actions were largely ignored until the ACCJC moved to terminate CCSF's accreditation. To say they woke up a sleeping giant is an understatement. Soon thereafter, under the direction of the State Chancellor's Office, a courageous group of educators performed a comprehensive review of the ACCJC and they produced a [Task Force Report](#) that connected the dots and affirmed that a wide array of problems exist with the current operating structure, decision-making and leadership of the ACCJC. That report, by a professionally diverse group of experts, came to the unanimous conclusion that ACCJC does not have the acceptance or confidence of the academic community. The report was subsequently endorsed by virtually all of the community college leadership organizations (Trustees, CEO's, etc.). Again, this new movement was being largely dismissed by the ACCJC as inaccurate, lopsided and not reflective of the true sentiment of the CEO's or other academic stakeholders, including faculty.

In March, the ACCJC received a letter from the U.S. Department of Education specifying that they have until October 2016 to address an assortment of irregularities or they potentially face the same demise they imposed many

years ago on Compton – basically having their capacity to accredit member institutions terminated! In order to mitigate this short-term cataclysm, the League's CEO Board, of which I am currently the Chair, met and ratified a process and framework for the ACCJC to achieve compliance with the USDOE. To that end, three members of the CEO Board – Dr. Helen Benjamin, Chancellor of the Contra Costa District, Dr. Frank Gornick, Chancellor of the West Hills District, and Dr. Brian King, Chancellor of the Los Rios District – engaged ACCJC staff and its Commissioners to begin the dialogue for widespread change to the current structure as well as initiating a long term objective that better aligns the contemporary needs of California's community colleges (e.g., the introduction of baccalaureate education, guaranteed four year transfer pathways, etc.).

State community college CEO's commit to both reforming ACCJC and looking for new accreditor

Also in March, California's community college CEO's devoted several hours at their annual statewide meeting to discuss this matter in great detail. During the conversation, the CEO's reaffirmed their commitment to institutional accreditation and, moreover, acknowledged a desire to reform the existing structure. Specifically, more than 95% of the CEO's agreed that they needed to lead an effort that would develop a new model of accreditation in response to the changing world of higher education. About 85% of the respondents committed to carrying out an explicit set of actions to: 1) improve the existing function, structure, relations and culture of the ACCJC; and 2) simultaneously explore alternative structures for an accreditor that could better align all segments of higher education in the western region – recognizing that this will likely take several years to accomplish. In addition, the California Community College Board of Governors approved a resolution supporting the aforementioned process.

Recently, two CEO Board members met with the Commission to discuss the formation of these two accreditation workgroups. Our statewide CEO Board identified more than twenty colleagues who have volunteered to serve on the two workgroups. In addition to CEO's, Academic Senate leadership, and Accreditation Liaison Officer representatives, a private community college president has agreed to participate as well as others who represent member institutions outside of California's community colleges. These two workgroups are still being formed; however, the composition as it currently stands is as follows:

WORKGROUP I: IMPROVING ACCJC STRUCTURE, FUNCTION AND RELATIONS

California CEO's

Helen Benjamin, Chancellor, Contra Costa CCD, Convener
Michael Claire, President, San Mateo College (San Mateo CCD)
David Wain Coon, Superintendent/President, Marin CCD
Debbie DiThomas, Superintendent/President, Barstow CCD
Kathy Hart, Superintendent/President, San Joaquin Delta CCD
Victor Jaime, Superintendent/President, Imperial Valley College (Imperial CCD)
Kathryn Jeffrey, Superintendent/President, Santa Monica CCD
Jowel LaGuerre, Chancellor, Peralta CCD
Marvin Martinez, President, East Los Angeles College (L.A. CCD)
Kindred Murillo, Superintendent/President, Lake Tahoe CCD
Kevin Walthers, Superintendent/President, Allan Hancock CCD
John Weispfenning, President, Santiago Canyon College (Rancho Santiago CCD)

Private College CEO

John Zimmerman President, MTI College

Academic Senate Leadership

David Morse, President, Academic Senate for California Community Colleges
Julie Bruno, Vice President, Academic Senate for California Community Colleges

Accreditation Liaison Officers

Lori Bennett, Executive Vice President, Moorpark College (Ventura CCD)
Meredith Randall, Vice President, Shasta College (Shasta-Tehama-Trinity Joint CCD)

ACCJC Commissioner Liaisons

Raul Rodriguez, Chancellor, Rancho Santiago CCD
Sonya Christian, President, Bakersfield College (Kern CCD)

WORKGROUP II: WESTERN REGION HIGHER EDUCATION ACCREDITING MODEL

California CEO's

Cindy Miles, Chancellor, Grossmont-Cuyamaca CCD, Convener
Lori Adrian, President, Coastline CC (Coast CCD) (Until 6/30/16)
Sandra Caldwell, President, Reedley College (State Center CCD)
Constance Carroll, Chancellor, San Diego CCD
Ron Kraft, Superintendent/President, Napa CCD
Willard Lewallen, Superintendent/President, Hartnell CCD

Dena Maloney, Superintendent/President, El Camino CCD
Cheryl Marshall, Chancellor, North Orange CCCD (After 7/1/16)
Sandra Mayo, President, Moreno Valley College (Riverside CCD)
Bryan Murphy, President, De Anza College (Foothill-DeAnza CCD)
Bill Scroggins, Superintendent/President, Mt San Antonio CCD
Susan Sperling, President, Chabot College (Chabot-Las Positas CCD)
Joe Wyse, Superintendent/President, Shasta-Tehama-Trinity CCD

Hawaii CEO

Lui Hokoana, Chancellor, Maui College, University of Hawaii

Private College CEO

Jeff Akens, President, Carrington College

WASC Senior Commission

Mary Ellen Pestriko President, WASC Senior Commission

Five new ACCJC Commissioners to be selected

Lastly, there are currently five Commissioner vacancies (one faculty, one administrator and three members from the public). ACCJC bylaws prescribe how these posts are filled. A Commission Nominating Committee is formed that includes four Commissioners and four non-Commissioner presidents. They will recommend a slate and the member institutions' presidents cast the votes. If a person is not selected by the Nominating Committee, an individual can be added to the ballot by a petition of ten CEO's endorsing that individual. Of course, this is a powerful mechanism that can be employed to change the existing composition of Commissioners.

I've covered a lot of ground in this article, but this has been a long, arduous process that is beginning to yield some favorable results. It will likely take many years before we fully resolve this matter and implement meaningful change; however, I firmly believe that we are on the right track and we have the right people "on the bus" to accomplish the objective of an accrediting body that is responsive to its member institutions while, foremost, ensuring quality teaching and learning to the dedicated students we proudly serve!



UNION SCHOLARSHIPS

AFT 1493 Scholarship winners for 2016

by Teeka James, AFT 1493 President and
Doniella Maher, Cañada AFT Executive Committee Rep.

AFT is pleased to announce our 2016 winners of the AFT 1493 Scholarships (\$1000 each): **Joseph Bass**, of Cañada College, and **David Rango**, of College of San Mateo.

Joseph Bass has shown incredible commitment to social justice issues on the Cañada College campus and, in particular, to bringing students, faculty and staff together in this process. He is involved in the Academic Committee for Equity and Success (ACES) and has helped launch a student club, Namaste, which focuses on bringing attention to social justice issues on the campus including recommending curriculum changes in California, connecting with inmates in juvenile hall and prisons to make change, and bringing attention to human trafficking in our community.



Joseph Bass

A sophomore at College of San Mateo, David Rango has demonstrated significant commitment to issues of equity and social justice in his community. David interrupted his college education to spend two years serving his church in Italy. David identifies his time in Italy as the most important years of his life so far; he says this about the experience: "I really learned how to love others and serve them. I learned that material things don't bring happiness, but helping those around you brings happiness." In his community here at home, he helps organize youth activities through his church and has done internships focused on summer activities and education projects for youth in San Mateo county. David has been very active on his campus as well, both as a student and an athlete. David is an alumnus of CSM's Writing in the End Zone learning community, a current member of CSM's Mana learning community, and a member of the CSM football team. David, a Bay Area native, is the first in his family to attend college.



David Rango

He is involved in the Academic Committee for Equity and Success (ACES) and has helped launch a student club, Namaste, which focuses on bringing attention to social justice issues on the campus including recommending curriculum changes in California, connecting with inmates in juvenile hall and prisons to make change, and bringing attention to human trafficking in our community.

Joe McDonough AFT Social Justice Scholarship awarded

by Susan McDonough, daughter of Joe McDonough (former CSM psychology professor) and creator of the Joe McDonough AFT Scholarship, which honors her father's years of activism in AFT 1493 and his commitment to social justice

The family of Joe McDonough and AFT 1493 are pleased to announce this year's recipient of the Joe McDonough AFT Social Justice Scholarship (\$5000).

Skyline student **Patricia Ann Manubay** is the winner for the 2015-2016 school year. Her opening words in her essay were, "At a young age I knew I had big dreams of changing the world... I fell in love with two of the most unpopular hobbies: writing and community service."



Patricia Ann Manubay

Believing that the aim of education is not just knowledge but action, Patricia has accomplished much in her short life. A recipient of numerous public service awards in high school and at Skyline, Patricia is a member of the Dead Beat Writers club and works with the Skyline View Newspaper. Majoring in psychology, she plans to transfer to USF or Berkeley and continuing her work.

Last year Patricia won a national competition called Lead360 for her Dream Boxes, stemming from her experience with bullying, self-doubt, and her love for education and writing. The actual Dream Boxes were filled with school and art supplies, and a letter of encouragement. By the end of High School to the end of her first semester at Skyline, she was able to distribute over 50,000 Dream Boxes to families, schools, and students in the United States and the Philippines.

Congratulations Patricia Ann!



AFT 1493 Executive Committee unanimously votes NO to armed police on campus

By Janice Sapigao, Skyline College Chapter Co-Chair

At the January 27 Board of Trustees meeting, District administration announced that they are considering employing armed police officers to patrol our college campuses. The San Mateo Community College District is one of two community college districts in the nine-county Bay Area that do not allow police officers on campus to carry guns. 80% of California community colleges have armed officers. Campus security officers at all three SMCCCD campuses have public safety offices where all officers on campus are equipped with pepper spray and a baton. The AFT Executive Committee, when asked to vote on this issue, unanimously decided to take a stance against the presence of arms on campus. This vote will be shared with the District's Participatory Governance Council. City College of San Francisco, the other community college without arms on campus, is currently reconsidering its policies.

The AFT 1493 Executive Committee discussed topics related to this issue: the realities of racial profiling, the creation of a culture of fear and violence, and the ways in which our students' own experiences and trauma inform our decision.

Concern that police may use inappropriate force and do not treat diverse groups equally

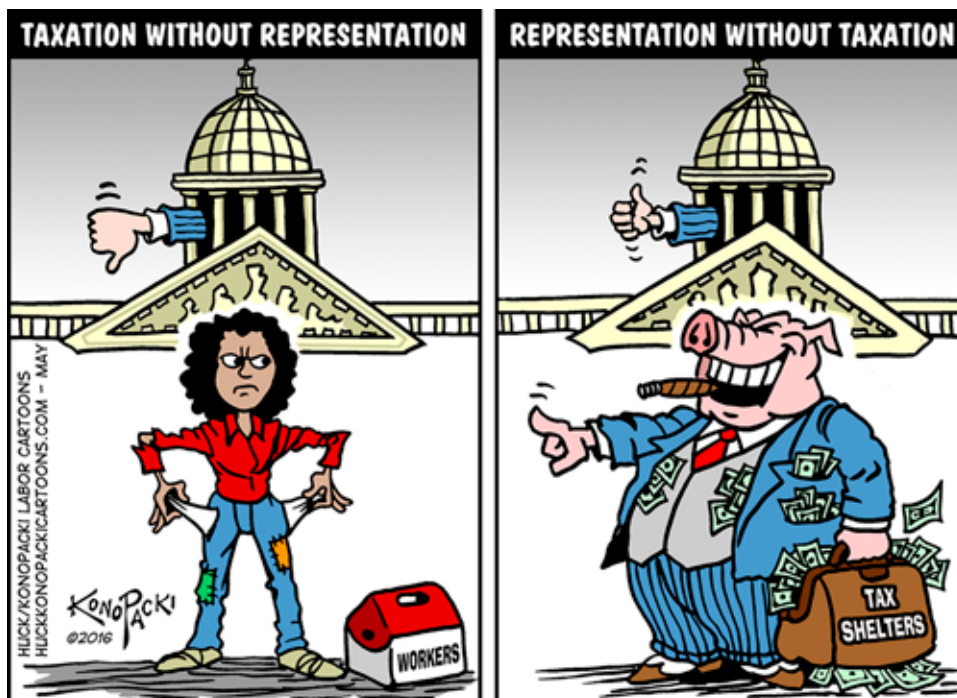
In recent years, confidence in law enforcement around the country has been relatively low, especially within minority communities, and large portions of these communities be-

lieve police are likely to use excessive force on suspects. According to a Pew/USA Today poll conducted in August 2014, Americans of all races collectively "give relatively low marks to police departments around the country for holding officers accountable for misconduct, using the appropriate amount of force, and treating racial and ethnic groups equally."

Numerous recent shootings by San Francisco Police have raised the issue close to home

Locally, the San Francisco Police Department has been involved in a series of police-involved shootings of black and Latino men in addition to an investigation that uncovered racist and homophobic texting by several SFPD officers. On May 7, five hunger strikers, dubbed the 'Frisco Five' (#Frisco5), ended a 17-day hunger strike, camped in front of the San Francisco Police Department at 17th & Valencia Streets. The 'Frisco Five' cited police racism as the reason for the separate shootings of black and brown men including Alex Nieto, Amilcar Perez-Lopez, Mario Woods, and Luis Gongora, and they are continuing to call for Police Chief Gregory Suhr to resign in order to end the pattern of racial profiling and alleged police murder in all of these deaths.

These events, which affect students in our district, are important cases to consider in larger discussions of campus security, police presence, and in a nationwide conversation about gun control and school shootings. We urge the Board of Trustees to also vote No on this issue.



PART-TIMERS

CSM celebrates Part-Timer Appreciation Day

by Michelle Kern, CSM Chapter Chair & Strategic Campaign Initiative (SCI) Organizer

The College of San Mateo chapter of AFT 1493 partnered this year with the Center for Academic Excellence to celebrate the third annual Part-Timer Appreciation Day on May 12th, marking the occasion with company, delicious food, and provoking discussions.

Professional Development Coordinator and Biology Professor Theresa Martin spearheaded the partnership with AFT 1493, approaching the union with the idea of both organizations co-sponsoring the event, which made for the most successful Part-Timer Appreciation Day yet.

Administrators & Trustee show appreciation

There were over 25 people in attendance, with guests arriving at different points during the event, to enjoy the refreshments, and get a chance to chat with faculty from many different departments. CSM President Michael Claire, Sandra Comerford, Vice President of Instruction, and SMCCD Trustee Maurice Goodman also joined various department deans to celebrate the contributions of part-timers to the academic and community life of the college.

Questions & answers from the attendees

Professor Martin created a Gallery Walk to prompt discussion and thoughts, with questions posted near large sheets of paper on which to write answers:

- Without being humble, what do you value most about yourself as a learner, instructor or colleague at CSM?
- In each of our lives there is a time when we just know that we have experienced a perfect moment – a moment when we feel really good about the work we are doing and what we are contributing. As you think back on your learning experiences, tell us about one of the most exceptional learning moments in your life. Who was involved? What about that experience made you feel most involved and most excited?
- Is there an area in your work where you've been successful building good relationships that positively affect that work? How would other areas of your work be changed if those same qualities existed in those relationships too?
- If you had three wishes for CSM, what would they be? Please share things that would enable the college to become even more vibrant and truly the sort of place in



Some of the attendees at the Part-Timer Appreciation Day included (left to right) Phillip Tou (Chemistry), Erica Reynolds (Instructional Technologist), SerKuang Chen (Math), and Theresa Martin (Biology & Professional Development Coordinator)

which great learning and teaching take place on a daily basis.

- When you are feeling most supported for your work as a part-timer at CSM, what do you appreciate?"

Some of the responses included, "I like that I am always experimenting with strategies to engage students," "Each time a student asks a genuine question," "I appreciate being a POC faculty serving as a positive, competent model for our multi-cultural population."

Among people's wishes for CSM were, "Department chairs," "More full-time faculty," "Replace our grass with flowers," "When new full-time positions come available, offer hiring from previous applicants from CSM," "Full-time Professional Development Coordinator."

CSM a top choice among adjuncts' colleges

After perusing and reading the responses, President Claire and Trustee Goodman both expressed their warm regards for the part-time faculty at the College of San Mateo, and faculty shared their thoughts and experiences about working at the college. Part-timers expressed a sense of being valued as colleagues at CSM, a sentiment expressed historically at the two previous Appreciation Day celebrations. The part-time faculty at the event agreed that CSM is one of the most satisfying of the numerous colleges at which they work, in terms of feeling like a peer and being treated with respect.

The case for workload equity

continued from page 1

encouraged them to sing with that same power, and they did – loud and strong. Rebecca has taught in the district for 21 years, 18 part-time and 3 full-time.

“Difficulty in achieving a work-life balance”

Jacquie Escobar, Counselor and Articulation Officer at Skyline College, began by saying how much counselors love their work and appreciate the support of the college. However, in the past few years “the workload has grown exponentially” due to new legislative initiatives, compaction of majors at CSUs and UCs and complex new admission policies. The SEPs that counselors write for students that used to take thirty minutes now take two to four thirty-minute sessions.

Additionally, every new Learning Community, program and initiative includes a counselor, and while they value and are excited about the work, “we feel the pull on our time and the difficulty in achieving a work-life balance.”

Jacquie shared an anecdote about her 11-year old daughter, who watching her mom going over course outlines on Thanksgiving while the family was playing outdoors, told her mom that she’d never want to be a counselor because they work too much. Jacquie said she didn’t want her kids to “reflect back on their childhoods and feel that Mama wasn’t there because she was working too much.” She felt she had to choose between an assignment that she loves, as the college Articulation Officer, and her children. She chose her children and asked to be transferred out of the AO job. Jacquie ended her presentation with these important questions: “How do we continue to do the work that we love and find meaning in it while balancing the demands of our jobs? How do we balance the individual needs of our students with institutional priorities?” Jacquie has worked at Skyline for over 20 years.



Jacquie Escobar

“More work is distributed among fewer faculty”

Steven Lehigh, full-time in Economics at CSM, spoke about the lack of metrics around non-instructional duties.



photo by Teeka James

Steven Lehigh

He made the point that full time faculty are hired in proportion to student enrollment numbers, which makes sense in terms of classroom teaching. However, departmental and college-wide tasks don’t recede when enrollment numbers go down. The result is that “the burden is distributed over a smaller and smaller population. This passive increase in workload never gets quantified, and more and more work is distributed among fewer faculty, leaving us feeling frayed and overburdened.”

Steven remarked that new initiatives are often “created in a vacuum without consideration of how to staff them.” He ended by saying that faculty are motivated by the success of our students. “But as we pursue these beneficial initiatives, we become spread thinner and thinner and thinner.” Steven is in his fifth year at CSM.

Written statements on workload equity from two additional faculty members, including Skyline College professor Rosie Bell (History), were submitted to the Board at the meeting. We believe it is useful to present a wide range of faculty experience and opinions related to workload equity and we encourage other faculty to send us your brief statements on the issue. Let us know if you would be agreeable to have them submitted to the Board (signed or unsigned.)

Since the faculty presentations were made as “public comment” before the regular Board agenda, it is standard procedure that Trustees do not respond to the comments; however Board Chair Dave Mandelkern did thank all of the speakers for their presentations. The AFT’s proposed contract language on workload equity will be the main item on the agenda at the next Union-District negotiations session on May 20.

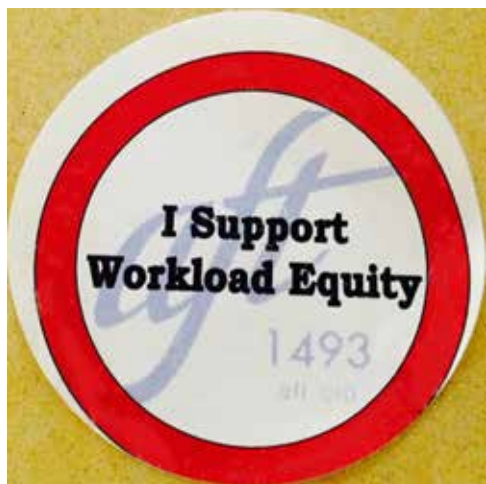


photo by Teeka James

Supporters wore workload equity stickers (left) and packed the Board room (above)

SCI organizers complete very successful year, look to more outreach and activism next year

By Katharine Harer, AFT 1493 Co-Vice President & Strategic Campaign Initiative Organizer and Michelle Kern, CSM Chapter Chair & Strategic Campaign Initiative Organizer

Katharine Harer & Michelle Kern are wrapping up a busy year on the Strategic Campaign Initiative (SCI) organizing grant project. We'll give you a brief idea of what we've been doing this semester, but first here's a newsflash: Our local was awarded the SCI matching grant from CFT for a third year in a row! Katharine wrote a new grant for the coming academic year with a focus on working with community organizations and continuing our member outreach, and we got it! We must be doing something right.

Organizing Field Trip to Fresno

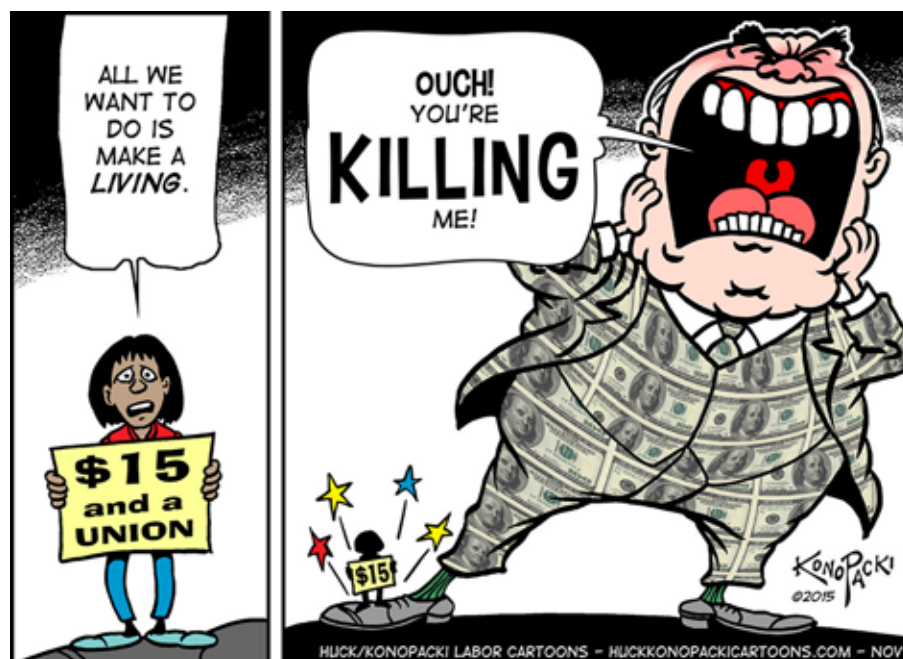
In mid-April Katharine and Michelle were asked to join a team of SCI organizers from around the state to help the State Center Federation of Teachers, the community college union in Fresno, sign up new union members. We worked diligently on several different campuses--Fresno City College, Reedley College, Clovis College and Madera College--to talk to mostly part-time teachers, and we were successful in making some good connections and increasing the union's membership. Their big issue coming up in bargaining is paid office hours for part-time faculty. It felt good to tell them that our union fought for that issue, and although it took some time, we did eventually win and it has made a huge difference for our part-time teachers.

Part Time Appreciation Day at CSM

Michelle worked with other union activists in collaboration with Theresa Martin, Professional Development Coordinator and Biology Professor, to organize a successful Part-Time Appreciation event on May 12th at CSM. More than 20 faculty members showed up and enjoyed the conversation and the treats. CSM President, Mike Clare, Sandra Comerford, Vice President of Instruction, and Board of Trustee member, Maurice Goodman, also came to show their appreciation of hard working part-time faculty.

Workload Equity Campaign

We've been putting our shoulders to the wheel and our mouths to the telephones and, along with other Executive Committee members and CFT staff, we've held conversations with over 90 faculty in the past several weeks about the union's workload equity campaign. We learned just how many of us are impacted by the increasing load of non-teaching duties, and as a result of this 1:1 outreach, nearly 60 supporters showed up at the Board of Trustees meeting on May 11th to listen to five faculty members talk about the need for Workload Equity. (See story, page 1) With the mentorship and wisdom of our CFT colleagues, Paul Bissember, Laura Kurre & Zev Kvitsky, we are learning just how impactful it is to talk to each of you about issues that concern us all. We are also continuing to get faculty to sign the Workload Equity petition, so don't be surprised if you see us at your door before school is out.



Part-Timers are eligible for unemployment insurance benefits over summer break and between semesters

All Part-timers should remember that you are **eligible for unemployment compensation benefits over the summer break and between semesters**, unless you are working another job over the summer or between semesters and you are earning more than your unemployment grant would be. As soon as you give your last final exam, you should contact the local Employment Development Dept. (EDD) office and file a claim, or reactivate the one you have from last winter (if you applied between semesters). If it is a new claim, you will have a one-week waiting period before benefits start, so do not delay. You can also claim for the period between regular terms and summer school.

When applying, tell them about all your jobs, since your benefit is based on all your income over the previous year. When they ask if you have a job to go back to after summer break, you should answer: "Not with reasonable assurance. I

only have a tentative assignment contingent on enrollment, funding and program needs."

This is important: Do not just tell them that you have an assignment for Fall or Spring or you will be disqualified. According to the Cervisi decision of the State Court of Appeals, part-timers, as a class, do not have "reasonable assurance" of a job and hence are eligible for benefits between terms. If questioned further, mention the Cervisi case.

Be sure to fill out all job search forms correctly, and appear as directed in person or by phone or mail. You should not have any problems, but if you do and are denied for any reason, call Dan Kaplan in the AFT office (650-574-6491) as soon as possible and the Union will advise you on how to file an appeal. Don't be reluctant to file. This is your right, not charity.

AFT 1493 Executive Committee members and activists take a little time to socialize and party

On Saturday, April 9, members of the AFT Local 1493 Executive Committee, along with numerous active members and friends of the union, took a break from the many activities we are all involved in, and gathered for a social event at the San Francisco home of Paul Rueckhaus, Skyline Executive Committee member, who was kind enough to host the get-together. Everyone relaxed, ate excellent food and got a chance to enjoy a friendly afternoon/evening.



photo by Michelle Kern



photo by Michelle Kern

Above from left, Salumeh Eslamieh, holding her young son, Kasra, talks with (clockwise) Paul Rueckhaus, Eric Brenner, Anne Stafford and Monica Malamud.

At left, Joel Cohen, Rob Williams and Joaquin Rivera (left to right) are in the foreground, while Dan Kaplan, Paul Rueckhaus, Katharine Harer and Alex Farr are engaged in a separate discussion behind them.

WORKLOAD EQUITY!

OUR WORKING CONDITIONS ARE

WHAT YOU CAN DO:

COME to the May 11, 2016
Board of Trustees Meeting

SIGN the Workload Equity Petition

SUPPORT our AFT Negotiating Team



Like us on Facebook: <https://www.facebook.com/AFT1493>

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1493

OUR STUDENTS' CONDITIONS