

FACULTY DESERVE A FAIR CONTRACT!

“We Ask for Respect, Fair Treatment, and Dignity”

by Katharine Harer, AFT 1493 Co-Vice President & Strategic Campaign Organizer

First of all, we are teachers. That’s why we come to work, why we stay up late grading papers and planning our lessons. It’s why we anguish about the students who fall through the cracks, the ones we try to help but sometimes can’t save. But many of us can’t afford to live anywhere near the colleges where we work, traveling long distances through soul-numbing traffic to show up for class everyday. Many of us are having trouble making ends meet.

Faculty feel disrespected

We feel insulted, we feel disrespected, and we’re fighting back. In mid October, over 120 faculty members attended open forums at each of our colleges to hear from the AFT Negotiating Team about the District’s contract proposals, their declaration of Impasse and the realities of Fact Finding. Your AFT Chapter Chairs opened the floor to ideas about how to fight for a better contract. We listened to what you told us, and we responded by orga-

continued on page 6



And we are all feeling the bite of the rising costs of healthcare, but if we are part-time instructors in this District, healthcare costs are really hurting us badly.

District revenues very strong, area cost of living extremely high

San Mateo County is one of the richest and most expensive areas in the country. That’s why our district is “community funded”, running on local property tax revenues rather than state funding. Chancellor Galatolo proudly described on Opening Day how strong our District’s revenues are. However, the District’s current contract proposals do not reflect this spirit of abundance. In fact, they are “take aways”: decreasing raises and contributions towards benefits, limiting our flex day choices, changing faculty-approved evaluation procedures and ignoring workload equity. The irony is apparent -- and the burn, the insult, hits hard. As one faculty member wrote in a message to the Board of Trustees: “Don’t take it out of our skins; we are already giving enough.”

DISTRICT MISINFORMATION

AFT files Unfair Labor Practice Charge against District

In the November 2016 issue of *The Advocate*, the lead article addressed the October 17 email to all faculty sent by Vice Chancellor Kathy Blackwood which suggested that the AFT had made false “claims” about the District’s contract proposal and then provided what she called “factual information” (apparently suggesting that the Union was providing inaccurate information.) *The Advocate* article stated: “In fact, a significant amount of the so-called “factual information” that Kathy presented in that email were new proposals and information that was not presented dur-

continued on page 2

INSIDE THIS ISSUE

- 3 Tenant protection fight continues in San Mateo
- 4 More faculty commuting longer distances
- 8 How our salaries rank in statewide comparisons

*San Mateo Community College
Federation of Teachers
AFT Local 1493, AFL-CIO
1700 W. Hillsdale Blvd.
San Mateo, CA 94402
CSM Building 17, Room 131
(650) 574-6491
aft1493.org
facebook.com/AFT1493*

Editor

Eric Brenner, Skyline, x4177

Editorial Board

Eric Brenner, Skyline, x4177
Dan Kaplan, x6491

President

Monica Malamud, Cañada, x3442

Co-Vice Presidents

Katharine Harer, Skyline, x6491
Joaquin Rivera, Skyline, x4159

Secretary

Teeka James, CSM, x6390

Treasurer

Anne Stafford, CSM, x6348

Chapter Chairs

Paul Naas, Cañada, x3330
Michelle Kern, CSM, 650-558-2699
Paul Rueckhaus, Skyline, x7186
Rob Williams, Skyline, x4368

Executive Committee Reps.

Salumeh Eslamieh, Cañada, x3227
Doniella Maher, Cañada, x3513
Sandi Raeber, CSM, x x6665
Shaye Zahedi, CSM, x6240
Nina Floro, Skyline, x4414
Denise Benavides, Skyline

Part-Timer Reps.

Leighton Armitage, CSM, x 6373
Meegan Rivera, Skyline, 7301x19406
Jessica Silver-Sharp, Skyline, x4312
David Leitner, Cañada

Chief Negotiator

Joaquin Rivera, Skyline, x4159

Executive Secretary

Dan Kaplan, x6491, kaplan@aft1493.org



Unfair Labor Practice Charge

continued from page 1

ing negotiations.” The article went on to clarify many of the incorrect or misleading points presented in that message.

In response to that email, AFT 1493 filed an Unfair Labor Practice Charge with the California Public Employment Relations Board on October 25, which charged that the following actions violated sections 3543.5(a)(b)(c) and 3543.1(a) of the Educational Employment Relations Act ([EERA](#)):

- “Through its email communication on October 17, indicating that the Union had misinformed the faculty about the status of negotiations proposals by the District, the District acted to disparage AFT 1493 so as to drive a wedge between union representation and bargaining unit employees.”
- The email “was intended to, and had the natural and probable effect of, undermining and derogating the Union’s ability to represent and negotiate on behalf of its members.”
- “In soliciting unit members in the October 17, 2016 email to contact the District...by stating: ‘Please feel free to contact Eugene Whitlock ... or me ... with any questions you have or if you need additional factual informa-

tion concerning the District’s proposal’, as contrasted with contacting their exclusive bargaining agent, the District sought to determine for themselves the extent of employee support for positions espoused by the Union, and to interfere in the Union’s representation of the faculty bargaining unit.”

- “The District’s action ... interferes, restrains and coerces employees in their exercise of their right to representation by the Union.”
- “The District’s action ... was designed to erode and undermine the Union’s position as the exclusive bargaining representative. Regardless of the District’s motive, the District’s action had the natural and probable effect of eroding and undermining the Union’s position as the exclusive representative, thereby interfering in the Union’s representation of the faculty.”
- “An Employer cannot solicit employee sentiment with respect to a subject it is going to raise with the Union in upcoming negotiations, mediation or fact-finding.”
- “The District’s actions as alleged above constitute negotiations in bad faith.”

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.**

TENANTS' RIGHTS: MEASURE Q

The fight for tenant protections continues in San Mateo

By Noelia Corzo, Community Organizer, Faith In Action Bay Area

It took a lot of people, effort, and passion for the tenant protection grassroots movement in San Mateo to get to where we are now. It's been a long road filled with uncertainty. It's not easy to attempt to accomplish something that's never been done in San Mateo before. There's been a lot of trial and error and though there have been continuous obstacles no one can ever take away the small accomplishments and lessons learned that the community fighting for change have obtained.

I knew that Election Day was coming and it was very important to me that Faith in Action Bay Area celebrate all of the hard work that Measure Q volunteers had put into fighting for tenant protections. I felt that people should be together when we learned what the outcome

of Measure Q was. We had the party at a local salsa club. We had food, music, and a craft table for folks to make each other paper plate awards. We celebrated together and people of all walks of life danced and celebrated together. I knew that, no matter what happened that night, our amazing, diverse group of volunteers would not give up, and I was right.

Earlier on in the night before we knew what the results were, Deputy Mayor of San Mateo, David Lim, gave a very moving and honest speech. He talked about feeling as if he had not done enough for renters in San Mateo and that he was committed to standing with the residents of San Mateo who have been underrepresented. We weren't yet sure of the results but, looking back, I recognize that he already had a sense of what the fate of Measure Q would be. David's speech brought tears to my eyes and his words resonated very deeply with me. I too felt as if I hadn't done enough and that I also committed myself to fighting for this cause until we have tangible change.

I was mentally prepared for either result regarding Measure Q. I knew that win or lose there was still more work to be done to advocate for our most disenfranchised communities. I had prepared our volunteers for either outcome. I was also very confident that Measure Q would pass. I never

expected that Q would not pass and that the presidential election would turn out how it did. I was very much in denial the night of November 8th. I didn't want to accept reality that night. It was too hard.

The next day I felt the pain and the weight of the reality. Measure Q not passing meant that families who've received evictions will have to move away. Four families that live in a 5-unit building in North Central San Mateo will have to decide what to do about their eviction that has a date of

December 26th, 2016. Those families do not have protections and neither will all of the families who continue to face the consequences of this housing crisis we're in. This struggle is not over. We will continue to fight for those families. Families with children and young

adults. Families who make this city thrive.

We will fight smarter moving forward. Our volunteer group has already had two meetings post-election and we've developed three working groups to focus on strategy moving forward. We are continuing to build power in San

Mateo and will continue to support as many families as we can through the hardships they face. Three things are very clear now; we need to get more people involved, we need to be more strategic and learn from our mistakes, and we must remain united and committed to each other and this cause.

November 8th, 2016 was an unforgettable night for our country. Even more so for San Mateo tenant protections advocates who were devastated by the loss of Measure Q as well as shaken to their core by the presidential election results. The results of election

night have caused people very real grief, the type of grief that paralyzes people and makes them question everything. That night our core volunteers walked away from each other with heavy hearts. There is no doubt about that. That's not all they walked away with though. We all walked away from each other knowing that we're not in this alone and that we will continue to take a stand together, come what may.



San Mateo Adult School rally for local tenant protections



Andrea Guzman and her grandmother both face a December 26, 2016 eviction

QUALITY OF LIFE

A bridge too far? Cost of living & housing drives increasing numbers of faculty to longer commutes

By Anne Stafford, CSM, English, AFT 1493 Treasurer



When friends or family members ask me, often wistfully, about the best aspect of being on a banked unit leave this semester, how do you think I answer?

- A. I have no essays to grade.
- B. Sundays feel like part of the weekend rather than the start of another work week.
- C. I don't have to attend any meetings, write Program Review, or evaluate faculty.
- D. I have time to read books and go to movies, live theater, and museums.
- E. None of the above.

Correct answer: E. The best thing about being on leave is that I don't have to make the drive from Oakland to San Mateo, and back again, every Monday through Friday.

OK, maybe I'm exaggerating about the commute – but not really. Whenever I think about going back to work in January, within seconds my train of thought veers from how good it will feel to be back in the classroom and working with my colleagues, to what I can do to make my commute faster or more bearable. And as soon as I start thinking about commuting, I feel sad and anxious because there really isn't much I can do to improve it.

It used to be just under 2 hours round trip

I started teaching at CSM in fall of 2000, exactly one year after my wife and I bought a cozy, affordable house in Oakland, the city that I was born and raised in and that we both love. At that time, Caltrans was in the process of expanding the San Mateo Bridge from two lanes to three in both directions, but even with some slowdowns caused by the construction, my commute to work usually took about 50 minutes, and my commute home from work averaged an hour. Accidents, stalls, and bad weather would add to the time I spent on the road, but for the most part, I rarely spent more than two hours a day in the car. *Note the word, "car" – for all practical purposes, there is no public transportation from Oakland to San Mateo. Theoretically, I could take BART, but doing so would be highly impractical, involving multiple modes of transportation and far more time than driving.

Now it's close to 3 hours in the car each day

Over the years, as the economy boomed and busted, my commute occasionally got better, but, more often, got worse. However, something changed dramatically during

the summer of 2014. Though I drove to campus periodically during that summer to deal with the detritus of the previous semester, I had no inkling of what awaited me in August. As I began to drive across the bridge on a daily basis once again, the commute that had previously kept me in the car an average of two hours each day took significantly longer. I kept thinking that each day was a fluke, that traffic would return to its normal patterns any day. But it never did. It only got worse. My new normal was two hours and fifteen minutes to three hours behind the wheel each day – and sometimes more. The strengthening Bay Area economy and the growing population that goes with it had hit full force.

Nearly 300 of our faculty, including 70 full-timers, commute 50 miles or more

Sadly, my commute is by no means the worst. Many faculty in our district, including many part-timers whose salaries – let's face it – are paltry given the high cost of living in the Bay Area, especially on the Peninsula, drive longer distances on more congested freeways than I do. A recent study by Joint Venture's Institute for Regional Studies showed that "21 percent of those employed in the Santa Clara County-San Mateo County region live outside of the area." Nearly 300 faculty in our District, including 70 full-timers, have long commutes (defined for purposes of this article as 25 miles or more one way). The greatest concentration of faculty with long commutes live in Oakland and San Jose, but we have full-time colleagues commuting from as far away as Sonoma, Marin, Santa Cruz, Sacramento, and Stanislaus counties and part-time faculty coming from Shasta, Yolo, San Joaquin, Santa Cruz, Sonoma, Marin, Sacramento, and Calaveras counties.

As the cost of housing continues to outpace our salaries, faculty, especially younger, newer faculty, will have to live farther and farther from where they work, more and more of them enduring "megacommuters" – recently defined by *The Mercury News* "as a single motorist driving 90 minutes or longer one way to work" – without mega-Silicon Valley salaries. Faculty who live where there are viable public transportation options can take advantage of the PayFlex Commuter Benefits plan, similar to Flexible Spending Account for health care costs (for more information about this program, contact Human Resources), but again, public transportation to our colleges is often more time-consuming than driving.

By the numbers

Here is where I have to confess that I am a little weird. I like numbers – not math, just numbers. About a year ago, I became obsessed with the length of my commute and decided to keep track of how long it took me each day. My

record-keeping confirmed what I already suspected – the commute is worse in the fall than in the spring; on average, Friday traffic is the lightest – in both directions; if I leave the house any time between 7:00 and 9:00 a.m. or leave campus any time between 4:30 and 7:00 I will hit the worst of the traffic; and there is typically no rhyme or reason to the backup. I recently found the notebook in which I recorded these numbers in my car. My worst week last fall was November 16 – 20; I spent 14.2 hours getting to and from work. Friday, Nov. 20, was the quickest at two hours and 16 minutes; Thursday, Nov. 19, was the worst at three hours and 40 minutes. A typical commute in spring of this year was closer to two and a half hours each day (with some hideous exceptions).

Finanacial & emotional costs of commuting

We know that commuting long distances is expensive; bridge toll alone runs between \$100 - \$150 per month, not to mention gas and maintenance costs, which, given the Bay Area's ranking this month in Business Insider as having the most poorly maintained roads in the country, are among the highest in the country. But what are the non-monetary costs of these long commutes? I'm sure everybody reading this already knows, but here goes anyway. If other faculty are like me – and I have no reason to believe they aren't – the increased time spent commuting does not come from our students or our other responsibilities on campus. Instead, we give short shrift to other areas of our lives. We don't spend enough time with our families; we don't exercise or read or cook enough; we don't contribute to our local communities in the ways we might like; we don't sleep enough. And the sad reality is that shortchanging ourselves on these activities make us less clear-headed, less efficient, and less creative in our jobs, resulting in a vicious cycle of diminished productivity and quality of life.

FT Faculty w/ Long Commutes (by City)		All Faculty w/ Long Commutes (by City)	
City	# of Faculty	City	# of Faculty
San Jose	15	San Jose	60
Oakland	14	Oakland	44
Berkeley	5	Berkeley	23
Alameda	3	Sunnyvale	17
Santa Clara	3	Alameda	14
Sunnyvale	3	Fremont	13
Concord	2	Santa Clara	10
Danville	2	Castro Valley	8
Fremont	2	Walnut Creek	7
San Anselmo	2	Danville	6
San Rafael	2	Richmond	6
Castro Valley	1	Concord	5
Corte Madera	1	Elk Grove	5
Elk Grove	1	San Rafael	5
Glen Ellen	1	Santa Rosa	5
Greenbrae	1	Newark	4
Hercules	1	Pleasanton	4
Livermore	1	Brentwood	3
Modesto	1	Campbell	3
Pleasant Hill	1	Livermore	3
Pleasanton	1	San Anselmo	3
Rancho Cordova	1	San Pablo	3
Richmond	1	Santa Cruz	3
Roseville	1	TOTAL:	298
San Pablo	1	<i>Cities with 2 faculty with long commutes: Antioch, Aptos, Corte Madera, Davis, Dublin, Los Gatos, Novato, Pescadero, Rancho Cordova, Windsor</i>	
Santa Rosa	1		
Scotts Valley	1		
Soquel	1		
Windsor	1		
TOTAL	71	<i>Cities with 1 faculty with long commutes: American Canyon, Anderson, Cotati, El Cerrito, Glen Ellen, Greenbrae, Hercules, Lodi, Milpitas, Modesto, Patterson, Pebble Beach, Pinole, Pleasant Hill, Pt. Reyes Station, Roseville, Sausalito, Scotts Valley, Sonoma, Soquel, Stinson Beach, Vacaville, Vallejo, Valley Springs</i>	

I know some might say I have recourse: I could move, change my teaching schedule, work elsewhere. But I am not going to move away from the city I love and can afford (as several of my English department colleagues have done in the last two years), and I'm not going to apply for jobs at community colleges closer to home (as my partner had been encouraging for the last couple of years but has finally given up on – I will never leave CSM for another school). For a number of reasons, both personal and professional, I am not going to start teaching night classes, and given the courses I teach and the programs I am involved with at CSM, it is unlikely that I will be able to swing a non-teaching day any time soon. I might be able to find a colleague or two to carpool with, and I can certainly expand my audio book options by getting a phone plan with more data. But given the realities of my "new normal" commute, I will never teach an overload again, not even one or two units, which means I will never again be able to take advantage of our opportunity to bank units. What I can do, is focus on retiring earlier than I once thought I would. I don't really see any other option.

Faculty need salaries & benefits that allow them to live in areas where they work

I understand that the District cannot change traffic patterns in the Bay Area. But if it wants to attract the best and the brightest going forward, and wants to hang on to them before they burn out or go broke, it is going to have to agree to a fair contract that pays part-time and full-time faculty top salaries, not just top in the Bay Area but top in the state. Faculty housing is helpful, but it is a Band Aid on a gaping wound. The only long-term solution is truly competitive salaries and benefits that allow faculty to live in the communities where they work.

"We Ask for Respect, Fair Treatment, and Dignity"

continued from page 1

nizing a multi-prong campaign to help our Board of Trustees and the District understand how serious faculty is about the need for a fair contract.

On October 26, Skyline Chapter Co-Chair Paul Rueckhaus and Teeka James, CSM English Professor and AFT Secre-

No Take-Back Tuesdays

Some of the most inspiring and energizing actions that faculty are taking part in are No Take-Back Tuesdays (NTBT). More and more of us are sporting bright red AFT T-shirts as we go about our business on Tuesdays: in our

continued on the next page



tary, made presentations during the Public Comments section of the Board of Trustees meeting, reading some of the many concerned comments about negotiations made by faculty at the AFT open forums and asking the Board to send the District negotiating team back to the bargaining table.

60 faculty messages presented to the Board

On November 9, Amber Steele, Dance Professor at Skyline, and Teeka James brought to the Board 60 messages-- personal statements written by faculty members in answer to the question: "Why do you deserve a fair contract?"-- and read a sampling of these messages to the Trustees. (See some examples at right.) Teeka then presented the stack of 60 statements, printed and pasted on colorful cards, to the Board.

In these statements, faculty members wrote to the Board about their reactions to the District's proposals and the attitude that is implied in them. One person wrote: "The District's proposals for contract changes indicate to us that you don't trust us to do our jobs." Many people wrote about how hard it is to deal with an increased workload combined with economic pressures and the toll it takes on our personal lives and families: "Many of us are considering leaving in order to find a place where a balance between work and home life can be achieved." And some of the statements pointed out that the District's approach toward faculty has changed: "... reversing the promising spirit of the past few years, based on collaboration, support and respectful compensation."

Some of the 60 faculty messages presented to the Board on, "Why we deserve a fair contract":

Faculty workload continues to increase, yet the District wants faculty to accept smaller pay increases while undergoing additional evaluation, and will not consider AFT 1493's reasonable proposal for increasing workload equity. All at a time when the District is in its strongest financial position in many years. Doesn't sound fair to me!

Why is it so difficult for all of you to see how dedicated, passionate, and committed we are to our students?

We have worked tirelessly to support out students and this community. Part-time and full-time, we have served this district, doing our best to respond intelligently and responsibly to every new initiative that comes down the pike. Yet, the district's proposals for contract changes indicate to us that you don't trust us to do our jobs. That really hurts.

continued from the previous page

classes, in meetings, in office hours, in division workrooms, in more meetings – everywhere we go on Tuesdays, we are representing in RED, declaring for the world to see: “Faculty Deserve A Fair Contract!” When we see one another, we pose and take a picture. We acknowledge we’re in this together, and we’re stronger for it.

The union has purchased three orders of t-shirts in the last two months. We have every size and style you want. We have new big red round Stickers that say: “Faculty Deserve A Fair Contract!” We have bright red Door Placards. We have enough for every faculty office door on campus. It’s a sea of red fighting back! If you haven’t gotten a shirt, sticker or door placard, just ask your Chapter Chair.

Finally, we want to urge you to attend a very important Special AFT All-Faculty Meeting, starting at 5:00 PM at CSM on December 14 in Building 10, Room 401. Mark your calendars, talk to three colleagues about it, and come to the December 14 Special Meeting about the contract.

If you think you deserve a fair contract, wear your shirt on Tuesdays, wear a red sticker any day of the week, put a placard on your door, and come to the meeting on December 14. Together we can win! As one person wrote in their statement: “We faculty deserve better.”

We live in one of the most expensive places in the country. If we cannot pay our faculty a wage that allows them to put their roots down and stay here, we will not be able to retain a dedicated and talented workforce. I am young and committed and want to stay in the Bay Area, but it is very difficult.

Although we’re working harder than ever and developing great new programs, in the last few years there’s been a greater feeling of distrust and lack of appreciation from top administration than I can remember in the many years I’ve worked here. Our District is in the fortunate financial position of being able to do the right thing for faculty. The Board needs to take the lead to ensure faculty are given a fair contract in order to show recognition and respect.

These negotiations seem driven on the district’s side by reversing the promising spirit of the past few years, based on collaboration, support and respectful compensation.

No Take-Back Tuesdays Campus Reports

CSM NTBT Report

By Michelle Kern, CSM Chapter Chair

CSM quickly embraced the No Take Backs Tuesday campaign and t-shirt orders have been flying off the shelves and into the hands of faculty to wear at work every Tuesday. It has been inspiring to talk to faculty from all over campus while delivering shirts around many departments every week. The enthusiastic response also shows in the pictures faculty take and send us, eager to show their support for a fair contract, while wearing their red union shirts.

Many offices on campus are sporting red placards in support, and word of mouth is spreading that faculty need to become more visible in the campaign. The unity and support is having a palpable effect. I can feel the energy and the friendly nods between faculty members even when we are at our busiest.

Skyline NTBT Report

By Rob Williams, Skyline Chapter Co-Chair

Skyline College has got us seeing RED the last few Tuesdays and it shows no sign of stopping!

In addition to email requests for shirts I have received countless messages of support and affirmation. There is a genuine sense of camaraderie and not just on Tuesdays but every day since we started. The stickers and door placards have also been a hit.

Recently, my Creative Writing class asked why I was wearing the red shirt each week and after I told them they asked what they could do to support faculty. I gave each one of them a sticker and told them to spread the word. One of my students, who is a reporter for the Skyline View--the campus newspaper--expressed interest in doing a story on our plight. Tell your students! They care, and they know it is affecting them as well. Keep up the great work everyone!

Cañada NTBT Report

By Monica Malamud, AFT 1493 President

It was great to see so many faculty members proudly wearing their red union shirts on campus. At one meeting where new hiring requests were being made, over 50 college employees were in attendance. A number of faculty members showed up in their red shirts, even some of the presenters, while other presenters wore the red stickers that said, Faculty Deserve A Fair Contract, to show their support. In classrooms and workrooms, in the Library and the Learning Center, faculty members came to Cañada wearing RED, and red door placards have begun appearing on faculty office doors.

FACULTY COMPENSATION

How do our salaries rank in Statewide comparisons?

SMCCCD became a “basic aid” or “community-supported” district in Spring 2012. From the 2011-12 academic year to the current 2016-17 academic year, our District’s total projected revenue has increased over 53%, an average of over 10% per year! It is reasonable that a fair share of those revenue increases go to employee compensation.

It is also reasonable to look at how our faculty salaries compare to other districts around the state. If we look at the data from the annual “Statewide Study Comparisons” developed by the All Faculty Association of Santa Rosa Junior College, the 2015 “[Salary Study Summary](#)” (the most recent complete study available) which ranked highest non-doctorate salaries, by step, for all districts in the state, our salaries ranked mostly in the teens through 30th, depending on step. At steps 1 and 2, we were 21st and 19th, respectively. From step 12 through 36, are rankings were between 16th and 30th, with most of the worst rankings at the top steps. Our only steps ranked below 10th were steps 7, 8 and 9, which were ranked 9th, 8th and 5th, respectively.

For part-time faculty salary rankings, the most recent state-wide study available was done by the California Federation of Teachers Research Department, looking at 2013-14 salaries. [That study](#) compared all districts’ adjunct salaries at four steps and columns. At step 1 with an MA, our salaries ranked 20th statewide, at 5th year or 9th semester with an MA, our salaries ranked 12th, at the highest step without a PhD, our ranking was 16th, and at the highest step with a PhD, we ranked 17th.

Our statewide salary rankings for both full-time and part-time faculty are not commensurate with our District’s very strong revenues nor with the very high cost-of-living of our area.

SMCCCD’s full-time salary rankings in 2015 comparison of all districts in state (for highest non-PhD)

1	65976	21
2	69036	19
3	72060	16
4	75120	13
5	78168	11
6	81216	10
7	84264	9
8	87312	8
9	90372	5
10	90372	15
11	93408	12
12	93408	16
13	93408	24
14	97356	16
15	97356	20
16	97356	24
17	97356	29
18	101448	21
19	101448	24
20	101448	27
21	101448	27
22	101448	30
23	104532	19
24	104532	22
25	104532	23
26	104532	24
27	104532	25
28	104532	26
29	104532	27
30	104532	27
31	104532	27
32	104532	28
33	104532	29
34	104532	29
35	104532	30
36	104532	30

S
T
E
P

SMCCCD’s part-time salary rankings in 2013 comparison of all districts in state

MA at Step 1: 20th	Highest Step without a PhD: 16th
MA at 5th Year / 9th Semester: 12th	Highest Step with a PhD: 17th

NEGOTIATIONS UPDATE

Moving towards Fact Finding

The AFT and the District negotiating teams are continuing to move towards a Fact Finding hearing. Both the Union and the District have appointed their own representative to this 3-person pane. The next step is for each side to jointly select a neutral Fact Finder to chair the Fact Finding panel.

AFT 1493 Calendar

**Executive Committee/
General Membership Meeting:**

Wednesday, December 14, 2:15 p.m.

**CSM, Building 10,
Room 401 (City View)**

**Important
All Faculty Meeting:
Wednesday, December 14,
5 p.m.**

**CSM, Building 10,
Room 401 (City View)**

the Advocate

award-winning newsletter of
AFT Local 1493

in our **40th** year of proudly
representing the interests of the
faculty of the San Mateo County
Community College District

