

## Don't forget to vote in Nov. 6 general elections; AFT co-endorses Holober & Mohr for Trustee

AFT 1493's Executive Committee voted to co-endorse incumbent Trustees Richard Holober and Tom Mohr, who are both running for the District 4 seat for the Board of Trustees. Below are each Trustee's candidate statement. Don't forget to vote in the November 6 general elections. Your union's election recommendations can be found at: [cft.yourvoter.guide](http://cft.yourvoter.guide)

### Richard Holober

It's an honor to serve as your elected Community College Trustee. I have an unequalled 25-year record as an elected education leader, including serving as a public school Trustee before my election to the College Board in 1997.



Our College District provides outstanding education and career training to tens of thousands of students. All of the Trustees are in sync on most issues that come before us. But in a campaign, I must point out what distinguishes me.

I am dedicated to student success. I've also devoted my life to social and economic justice. I served for over two decades as a union organizer. Since 2001 I've run a non-profit consumer organization that protects Californians, including your students and their families, from corporate abuses.

I represented the College Board in crafting our District's Strategic Plan. As a high performing institution, we must examine how our colleges are performing, and set ambitious, measurable goals for improved student outcomes and enhanced services to students, many of whom face barriers of poverty, immigration status, racial and cultural discrimination, and learning challenges. As a result of the Plan that I helped craft, the numbers of students completing degrees, transferring to UC, and enrolling full-time are up dramatically.

My job as an effective Trustee is to work closely with administration while maintaining the independence required to perform my oversight role. My responsibility is to examine and improve our academic performance, and our administration functions as well.

Respecting our dedicated faculty and staff is key to student success. For years, I have expressed to our administration my dismay with the deterioration of our human resources operations. Local 1493's representatives spoke at a recent College Board meeting of a climate of fear due to a large number of investigations of ill-defined allegations against faculty and staff. This

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### Tom Mohr

With the exception of being a father and a husband, being an educator has been the most important endeavor I have undertaken in my life. I began my professional career as a high school chemistry teacher more than five decades ago. Since my first day in the classroom,



I have focused my efforts and energies on quality teaching and learning and finding creative and productive ways to help students be successful and realize their full potential.

I have been blessed with opportunities to serve our community as a principal of three high schools, superintendent of the San Mateo Union High School District and as president of Cañada College. My service on the SMCCCD Board of Trustees for the last five years has allowed me to draw upon these experiences in education and a leader in our county to help strengthen communities, families and the fulfillment of student goals.

- During my tenure as a Trustee, I've led the efforts to create the District's first strategic plan focused on student success, equity, and social justice. This plan has led to focused investment in the academic readiness of students, on engaging community and local employers to meet industry needs and preparing students for not just jobs, but careers and livelihoods. We are now much more results oriented and success and completion rates are increasing rapidly.

- I led a coalition of District and community leaders to fund, support and grow Project Change, a program that provides incarcerated youth with a positive, life-changing re-entry path that takes them through colleges' doors.

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## PRESIDENT'S PERSPECTIVES

# Paul's October Surprise: Trick or Treat? Important elections will provide some answers

by Paul Rueckhaus, AFT 1493 President



Boo!!!

Okay, not much of a surprise. Halloween and -- even scarier! -- elections are upon us.

While our Local does not compile a

comprehensive list of election endorsements, your Executive Committee has voted to co-endorse sitting Trustees Richard Holober and Tom Mohr, who are both running for the District 4 seat for the Board of Trustees. Aside from the Board elections, if you are looking for labor-supported endorsements for the November 6 midterms, please take note of the California Federation of Teachers' recommendations at: <http://cft.yourvoter.guide> and the San Mateo Central Labor Council's endorsements at: [http://sanmateolaborcouncil.net/endorsements\\_nov2018.pdf](http://sanmateolaborcouncil.net/endorsements_nov2018.pdf).

## Please complete our Negotiations Survey

If you have not already seen our [Negotiations Survey](http://aft1493.org), please complete your survey as soon as possible. (A link to the survey is available at [aft1493.org](http://aft1493.org)) The results of this survey are the best gauge that we have for what matters most to faculty. Both your numerical responses and your open-ended comments guide the negotiating team in prioritizing issues for the upcoming contract proposals. At this time, we have close to 20% of faculty returning the survey. If you are part of the 80% who have not completed it yet, please complete it before the survey closes. □

Your Halloween AFT President says:  
"To avoid undesirable tricks, be sure to vote!"

For your union's  
elections recommendations,  
customized by address, go to:  
[cft.yourvoter.guide](http://cft.yourvoter.guide)

## 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 December 6, 2017 AFT 1493 Executive Committee meeting:

Whereas economic instability affects the employment status and livelihoods of part-time faculty in the SMCCCD,

Be it resolved, that the AFT 1493 Executive Committee recommends 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.



## DISTRICT BUDGET

## Spending on faculty down, but more funding needed to improve faculty conditions

By Steven Lehigh, CSM Chapter Chair & Dist. Budget Committee Rep.

The District budget for 2018-19 continues to move in a positive direction, with property tax growth at 8%. As a community-supported district, our revenues are currently 57% above the state revenue limit. The direct impact to faculty has been the increase of salaries, as well as covering the District's portion of the rising STRS contribution. Around the District this has led to increased spending on the Promise Program, equity projects, Innovation Grants etc., as well as more under-the-radar budget obligations like the retiree benefits trust, which is essentially fully funded at the moment.

That being said, there still is a sizable chunk of the budget that continually comes in below the projection, leaving room for discussion on how to best allocate those funds. For more information on how the District budget has changed since it switched to being community-supported, see "District's Fund 1 has \$50M surplus over four years" in the May 2017 *Advocate* and "As District revenues continue to increase under Basic Aid, faculty percentages decline while administrators increase" in the February 2016 *Advocate*.

**% of revenue spent on faculty salaries has gone down from 39% in 2011-12 to 33% in 2017-18**

While I do not have the specifics of all the positions that have been created, it is clear that spending on faculty has become a smaller portion of the pie. While there are various ways to measure this change, one way to illustrate it is that the proportion of revenue spent on certificated salaries has gone down from 39% in 2011-12 to 33% in 2017-18. The District argues that if load has stayed relatively constant (or declined) that there is not a pressing need to allocate extra funds to hiring.

**More funding needed to improve faculty conditions in many areas**

There are a host of areas, however, where more funds are needed to support and improve the conditions of full-time and part-time faculty. Those areas include addressing the increasing amount of faculty duties outside the classroom, such as SLO assessments, program review, tenure review and hiring committees, and accreditation work, among many more activities. AFT and Senate leaders are constantly hearing from faculty throughout the District who are feeling the stresses of excessive workload. In addition, rising health care costs are taking bigger chunks out of faculty salaries. It is also very important to recognize the value of having a

## WORKLOAD COMMITTEE REPORT

## District Workload Committee making slow progress

By Anne Stafford, AFT Rep. to the District Workload Committee

The District Workload Committee continues to make progress, albeit slowly due to the scheduling challenges of getting six faculty and three administrators in the same room at the same time.

As you know, our first step was to survey full-time faculty about all of the non-teaching work we do. The survey confirmed that increasingly heavy workloads are not figments of our imagination. The survey data show that, on average, full-time faculty are devoting more than eight hours per week to non-teaching duties, not including attendance at department, division, and committee meetings, or time spent on full-time and adjunct hiring. According to the written responses, faculty are frustrated by the overall workload, by the inequitable distribution of the work, by the amount of time we spend on SLO's (widely viewed as pointless), and by the work created, rather than eliminated, by technology. Faculty repeatedly lamented the shrinking amount of time they are able to spend directly meeting the needs of students as a result of the increasing amount of time they must spend on administrative tasks, a problem that is particularly acute for those who are the only full-time faculty member in their department or program.

The committee's next task is to draft a proposal for reducing overall workload, compensating –through reassigned time and/or overload pay – faculty who work more than is considered "reasonable" (a term yet to be defined), and distributing the work more equitably.

Finally, the Committee has requested that the Board of Trustees and administrators review the survey data, read all 28 pages of written responses, and take up the issue at a Board study session in the near future, in order to gain a more complete understanding of the ways in which faculty's jobs have changed over time and of the frustration many faculty feel at not being able to devote more of their time and energy to their primary responsibility – teaching students. □

larger share of full-time faculty members and narrowing the gap between full-time and part-time faculty compensation.

Many of these issues are inherently related to student success and have positive benefits that we are missing out on by simplifying the equation to a previous expectation of what load is appropriate. The issues are obviously complex and nuanced, but we need to make sure that we do more than rely on simple metrics to analyze them and determine how we allocate our resources. We need to hear from faculty to help us quantify and articulate issues they may have that are not adequately measured by load. □



NOVEMBER 6 ELECTIONS

## AFT Members head to Central Valley for election canvassing

On Saturday, October 20, five AFT 1493 members from CSM turned out to City College of San Francisco to caravan down to Modesto, while one Skyline member joined a group in Manteca to campaign for pro-public education, pro-labor Democratic congressional candidate, Josh Harder [[harderforcongress.com](http://harderforcongress.com)]. Harder is running against

Republican incumbent Jeff Denham for California's 10th Congressional District, encompassing Stanislaus and San Joaquin Counties. AFT members joined up with members from CCSF Local 2121, West Valley Mission, Salinas and staff from the California Federation of Teachers—who organized the outing. □



Above: CSM AFT 1493 members get ready to canvass for Josh Harder in Modesto on October 20: from left to right, Katie Manbachi, Christopher Duquette, Tatiana Irwin, and Erin Perseley. Jessica Beard, Executive Director of West Valley Mission Federation of Teachers, AFT 6554, is at far right.

Below: AFT 1493 President Paul Rueckhaus (far right) with other Harder volunteers





## Richard Holober

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is unacceptable. I will continue working to improve our personnel functions and restore an atmosphere of trust.

Faculty has raised concerns about workload. I want to make sure that the Board is directly engaged in finding a collaborative resolution to workload inequities that honors our hard-working faculty.

I oppose contracting out work performed by our employees, except in unique circumstances. I stopped administration plans to contract out child care centers and bookstores.

Our administration's emphasis on "entrepreneurial" activities brings in needed income. However, some proposals undermine our mission as a public education institution.

Non-credit community education has its proper role, but must be closely scrutinized. I've questioned certain costly non-credit courses, including ESL and Medical Assisting, taught by non-certificated contractors, that compete with affordable, for-credit courses taught by certificated employees. These for-profit courses don't qualify towards a degree or transfer to a four-year college. My critique has led college administrators to more closely review proposed non-credit courses that could be taught for credit by certificated faculty. More oversight is needed, including a formal Academic Senate role in vetting these proposals.

I don't take one position in my labor council interview and take the opposite position when formulating bargaining proposals with administration. I've always supported binding grievance arbitration for non-probationary employees. Binding arbitration makes managers manage better and ensures fair treatment of employees.

Nine of the "Bay 10" community college districts have binding arbitration. I've called for an independent performance audit conducted by the Board, using a neutral expert, to report on the pros and cons of binding arbitration at these nine college districts. This would help Trustees make informed judgments, instead of deferring to our administration's view that binding arbitration is an abomination.

When our auditors informed us that we are not complying with a law that requires we spend no less than 50% of our general fund budget on classroom instruction, I called for compliance. Administration opposed me, stating publicly that we need not be concerned with complying with this law. I disagree.

We can comply without impacting our student support services. We stockpile \$27 million in reserves. We can maintain a healthy rainy day reserve and honor the 50% law, by using a small amount of reserves to hire more full-time faculty from the ranks of our part-timers. I want to reduce the district's reliance on underpaid part-time faculty. I'll keep pushing to enrich our academic success by complying with the 50% law.

My re-election will keep a seasoned leader on the job, putting students first and holding our administration accountable. I respectfully request your vote. □

## Tom Mohr

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- My constant focus is on quality teaching and learning, measured success and completion and the support of the whole learner, one factor driving innovative initiatives in the District, including the Promise Program which removes financial barriers for students and provides wrap-around support services, SparkPoint Centers to help students with financial, food, housing and transportation insecurities, and expansion of online learning to allow students to access education that is convenient and fits their needs.

- I continue to be a strong advocate for critical conversations within the District and the Board about race, class and privilege to ensure that the District and the Board are conscious of the realities confronting the students we serve and the circumstances of their lives affecting every aspect of the educational process

I am a vigorous proponent of every form of faculty support. I view faculty and great teaching as the most transformative element of the educational process. We need to invest more extensively in faculty development programs that assist faculty in personalizing teaching that engages students with personal meaning of culture, history and heritage. In every subject we can exercise the power of critical pedagogy that connects quite naturally with the immense talent students bring to the classroom. With district support and investment in "faculty learning communities" where faculty study and assist one another with effective teaching modalities, the power of great teaching will reach new levels of effectiveness.

I plan to continue to spend a great deal of time being present to faculty in their whole range of special efforts to take learning beyond the classroom, from Honors, to Equity lectures and special performances to guest appearances in classrooms. One of the ways a trustee demonstrates respect and value of the tremendous amount of extra work done by faculty is to try to be present to as many of these activities as possible.

I support remuneration for faculty for additional work being done so extensively now beyond the classroom, the hiring of more fulltime faculty wherever feasible, primacy in hiring full time positions from the adjunct roster and the strengthening of adjunct support in every category of assistance available. We must continue to strive to be the best in the State of California regarding salary, benefits and support for all faculty and staff.

I am grateful for the endorsement I received from AFT. As an educator, being recognized by educators is high praise, and I cherish the support I have received from the faculty across the District. I firmly believe that together, we can continue to make abundant progress in advancing the needs of our students by supporting those who light the flame of knowledge in our classrooms – great faculty, great teaching, great support. □

## Support the Marriott hotel workers strike!

Since Wednesday, October 17th, 7,700 Marriott hotel workers have been on strike in 23 hotels across 7 cities (Detroit, Boston, San Diego, San Jose, Oakland, San Francisco, Maui, and Oahu). These are the workers that make the hotels run: housekeepers, bartenders and other service workers. The union representing these workers, UNITE HERE, has been in contract negotiations with Marriott since September. After an agreement couldn't be reached, many locals across the US voted to authorize a strike.

### Why Are Marriott Workers Are on Strike?

The main demand from the workers, heard in various chants on the picket lines has been "One job should be enough."



AFT 1493 Executive Secretary, Paul Bissember (in red), joined the demonstration in support of the Marriott workers strike in Oakland on Saturday, October 20th

has also bargained for increased control of the processes of automation (e.g. self check-in stations; see ["Hotel Workers Fret Over a New Rival: Alexa at the Front Desk" N.Y. Times](#)

Due to the low wages, many of the hotel workers have to work multiple jobs to make a living and Marriott has been cutting back workers' hours. Another demand has been to decrease the workload, a shared concern of many faculty here at our district!

UNITE HERE

[9/24/18](#)). Finally, a major demand has been for increased safety protections, in particular protections against sexual harassment and violence. In light of the #MeToo movement, women have been fighting back against sexual harassment and violence, and the women workers at Marriott are no exception. They have taken up this fight at the bargaining table and on the picket lines, which is very significant, especially given that the hospitality industry's workforce is made up mostly of women.

### Marriott Makes Record Profits While Keeping Poverty Wages

In 2016, Marriott International became the largest hotel company in the world after it purchased Starwood Hotels, surpassing the Hilton chain with more than 6,700 properties worldwide. Today it includes not only the Marriott and Starwood brands, but also Ritz-Carlton, Sheraton and Renaissance Hotels. This giant of the hotel industry is currently valued at \$49.4 billion and in 2017 alone made \$3.2 billion in profits. While the average pay of housekeeping workers is around \$10/hour (a yearly salary of \$20K), Arne Sorenson, the current CEO of Marriott International, receives a total annual compensation of \$13.3 million.

### Let's Organize Active Solidarity to Support the Marriott Workers

In order to help Marriott workers and their union win their contract, UNITE HERE has called on individuals and organizations to take a pledge to support Marriott hotel workers by not eating, sleeping or meeting at any Marriott during a boycott and/or strike, and to respect women and not sexually harass hotel workers. You can sign the pledge by visiting their website at: <https://www.marriotttravelert.org/sign-the-pledge/>.

In addition, the union has called for national days of action. On Saturday, October 20th, in San Francisco, San Jose, and Oakland thousands of Marriott workers and their supporters took to the picket lines, and then to the streets to stand in solidarity with the UNITE HERE service workers.

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Hundreds of union supporters gathered at the Oakland Marriott on October 20th in solidarity with the hotel workers



## Meet our newest AFT 1493 Executive Committee member

In the last issue our new AFT 1493 Executive Committee (EC) members, who joined the EC at the end of last Spring semester, introduced themselves. After the beginning of the Fall semester, Michael Hoffman became the new Cañada EC Rep., filling an open position. Below is his introduction. We encourage you to reach out to your AFT reps. if you have any work- or union-related issues or questions. -Ed.

### Michael Hoffman

Cañada Executive Committee Rep.

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Thank you for accepting me as the Cañada College Executive Committee Rep. I've been teaching mathematics in the District since 2007 and involved in programs related to student-success and equity during much of that time. I feel strongly that a healthy, supportive environment for faculty is also good for students and that we must fight

to preserve the quality of all public-sector professional jobs, including our own. In particular, I would like for our district to more fully invest in faculty development, reduce workload and better serve part-time faculty.

Politically, I am a socialist who believes working-class people can democratically run society to meet our needs. In order to do that we need to build a movement that rejects racism, sexism and other oppression while pushing for demands that improve our conditions.

Aside from teaching I have two children and try my best to make time for running and music. □

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In Oakland, the picket lines were filled with union workers and activists from many sectors of the Labor Movement including the Berkeley Federation of Teachers (BFT), International Alliance of Theatrical Stage Employees (IATSE), janitors from the Service Employees International Union-United Service Workers West (SEIU-USWW), several Teamsters locals, and the California Nurses Association, among

others. The San Francisco Labor Council, United Teachers of San Francisco and the Berkeley Federation of Teachers have all passed resolutions supporting the strike. Even more, some unions like the United Educators of San Francisco are donating to the union strike fund \$100/week.

Let's continue to stand in solidarity and support the Marriott workers in their strike for dignity, respect, and improved livelihoods. □



Strike supporters at the Oakland Marriott on October 20th sat down in solidarity with the hotel workers



## Dan Kaplan's AFT career celebrated at retirement party

Dan Kaplan, longtime AFT Local 1493 Executive Secretary, retired on August 1, 2018, after 24 years as our Local's staffer. The union celebrated Dan's union work at a retirement party on October 18 attended by many current and former AFT 1493 members. After numerous attendees spoke in memory and appreciation of Dan's wonderful work, support and inspiration over the years, Dan expressed his feelings to the group:

"It has been a sincere pleasure to have worked over the years with all of my union activist colleagues, both in AFT Local 1493 and in the CFT. In particular, I want to say that it was a special joy to have participated in the publication of *The Advocate*, newsletter of AFT 1493, three times each semester, winning many CFT Communications Awards over the years... This has been the most stimulating, challenging, and rewarding job that I have ever had. I am humbled when I realize that not everyone is as fortunate as I was when given the opportunity to do this kind of work... I want to thank both the membership and leadership of the San Mateo Community College Federation of Teachers for enabling me to have a career that allows me to say that I have had a life well lived."

Have a wonderful retirement, Dan! We'll miss you! □



Photos from Dan's party, clockwise from top left: some partiers mingle; Judy Kirk & John Kirk (longtime AFT 1493 grievance chair and Local leader) with Katharine Harer (current AFT 1493 Vice President); Ernie Rodriguez (past AFT 1493 President) & Chris Hanzo (longtime AFT 2121 staffer); Eric Brenner (Advocate Editor) with Dan; Ernie Rodriguez, Rudy Ramirez (current CSM Part-Timer Rep.) & Paul Bissember (current AFT 1493 Executive Secretary); Dan speaks to group; Teeka James (past AFT 1493 President & current Co-Treasurer) & Katharine Harer. Center: Dan Kaplan, retiree



photos by Michelle Kern

