

Final Thoughts on Our New Contract Settlement

by Joaquin Rivera, AFT 1493 Co-President

After the tumultuous and heated negotiations last year, it feels good to start the new academic year with a ratified contract. In this article, I want to share with you some final thoughts about the outcome of negotiations and answer some questions several of you have asked.

A Significant Victory

First, it is important to notice that although we did not get everything we wanted, this contract represents a significant victory for all faculty. As you may remember, the main controversy was around the proper use of the part-time equity funds provided by the State. We were concerned about the legality of the District's proposal because we believed it violated both the letter and the intent of the law. The District's position was that their 7-3-3 offer was final, legal and that, as the Chancellor indicated in his May 15th e-mail to all employees, "if forward movement for part-time parity is the issue, it seems to me that the AFT can provide more of the movement it seeks by designating a portion of the \$4.5 million toward that end." In other words, if we wanted the part-timers to get more than the 7-3-3 the District was offering, it had to come at the expense of full-time faculty. In the same e-mail he went on to threaten faculty with the "removal from the table of all non-parity funding in the initial

**We stuck by our principles
and most of you stood with us
and it paid off.**

and current contract proposals for faculty." Despite all of this, we stuck by our principles and most of you stood with us and it paid off. We were able to get the part-timers the equity money on top of COLA as we had initially proposed (for a total raise of 20.07% over three years) without sacrificing the 7-3-3 raise for full-time faculty.

Part-Timers' Retroactive Checks

For the 2001-2002 academic year, part-time hourly faculty will receive a one-time distribution of the part-time parity funds received by the District. In order to calculate the actual percentage the District first needs to calculate the exact amount it paid in part-time salaries for the fall 2001, spring 2002, and summer 2002 sessions. In order to do this they need to close the books, something that does not happen until the beginning of the Fall semester. The county financial department must then process the data and cut the checks. That is the reason part-time faculty will receive their retroactive check so late. Although we estimate this will be about 10%, we will not know the exact amount until the books are closed. We will provide additional information as soon as we know more.

Also, as part of this agreement, from now on part-

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Improper Procedures in SMCCCD Chancellor's Hiring Found by State Office

by Kate Motoyama, Past President,
District Academic Senate

The District Academic Senate Governing Council [DASGC] agendized for discussion, as early as May 14, 2001, the need for an open process for an interim successor to address the departure of the former chancellor-superintendent. The SMCCCD Board of Trustees selected the current chancellor-superintendent for the interim appointment. Throughout 2001-02, DASGC regularly agendized and discussed the importance of senate participation in the search

and screening process for the permanent chancellor-superintendent position. The respective academic senates were asked to discuss and provide guidance on this important item of DASGC business.

During winter recess, at its meeting of January 9, 2002, the SMCCCD Governing Board had a first reading of Resolution No. 02-1, "Resolution Amending the Selec-

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PRESIDENTS' PERSPECTIVES

With Our Contract Settled, What Is the AFT Planning for the Coming Year?

by Joaquin Rivera and Katharine Harer,
AFT 1493 Co-Presidents



Most of us are back in the saddle — settled into our classes, learning the names and faces of our students, perhaps working with new or changing curriculum, and thrust into various projects and committees at our respective campuses. It's always a whirlwind start. We hope that things are going well for you and that if you need any help or information from the union, that you won't hesitate to contact your Campus Chair or Rep., Co-Presidents, Katharine or Joaquin, or AFT Executive Secretary, Dan Kaplan, at the union office. Please note some of the new names and phone numbers on the roster on the left side of this page.

Retreating to Strategize

We began the new academic year with an AFT Retreat held August 16th at the Woodside Church and attended by Executive Committee members as well as friends and supporters of the union. The purpose of the Retreat was to evaluate and learn from the events of the previous year and strategize for this next period. We thought we'd take this opportunity to give you some of the highlights of the discussion that took place in order to let you know some of the Local's plans for the upcoming year.

While most of us are happy to have a little extra money in our paychecks (and a hefty retroactive chunk coming in the next few months), the union is well aware that we have **not** made substantial progress in improv-

ing our ranking among the Bay Ten colleges. Thus, one of our goals is to continue to inform faculty about our less-than-competitive salaries during the period between negotiation cycles in order to keep the pressure on this issue and to prepare for the next bargaining round. We hope to involve more faculty members in the struggle to move our salaries to a ranking commensurate with the cost of living in the Bay Area.

What Restructuring?

Another area of concern is the restructuring/reorganization of the District referred to rather obliquely by the Chancellor in his Opening Day presentation and mentioned briefly in his all-district email of September 6th. In a final paragraph tagged onto a lengthy five page message, the Chancellor states that the District will "...streamline our processes to allow full development of newly emerging tasks, resulting in greater opportunities for faculty and staff." What does "streamlining" entail? Which "processes" is he referring to? He goes on to say that "...we are moving toward a revised organizational structure that will feature judicious filling of vacant positions and selective new hiring to enhance our existing workforce..." What are the details of this plan and how do they affect faculty and staff? He ends his message with the phrase, "In the spirit of collaboration" and states that "input and support of these efforts is important and essential." These last phrases sound a bit hollow to our ears given that the AFT sent a letter to the Chancellor on August 23rd requesting specific information about the District's plans for reorganization as well as a description of

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Presidents' Column

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the processes the Chancellor plans to implement in order to facilitate faculty and staff involvement in decision-making to which we have *not* received a reply. (See the box on this page for the complete text of our letter.)

In a comprehensive discussion of this issue at the AFT Retreat, participants felt that while we are aware that the District must absorb some serious budget cuts stemming from the huge deficit in the state budget this year, we oppose the "business model" of education. This model, where the College Accounting Department dictates the bottom-line for decision making that affects faculty, staff and students' lives, has become the norm in a number of colleges across the country. We feel strongly that all decisions affecting hiring, program reduction or cancellation, and cut-backs in staffing must be made with full faculty input and with representation from the union and the academic senates. Furthermore, there was concern stated at the Retreat about a lack of ethical responsibility among some District managers. In this regard, it was suggested that all managers be required to sign a statement of Ethical Responsibility that would guide them in their decision-making.

Work Load Inequities Must Be Addressed

In terms of preparing for the next contract, the issue of inconsistencies in loads was brought up once again. This has been an issue that we have not been able to get the District to seriously look at in recent

bargaining sessions, but it is one that affects many of us; that is, why are P.E., Science, Auto Tech, Art, and Librarians' loads, to mention a few examples, so different than other faculty loads? It was suggested that we form

support as they begin their families.

One idea from our discussion that is already flying swiftly into reality is the co-sponsored social event with AFT and the Academic Senates. Karen Oleson, Canada EC Co-Rep., has been

organizing this event for October 18th at Bay Meadows Race Track. See page 8 for details. We hope that you will be there to relax and to mingle with your union and senate colleagues.

Email Access Needed

Finally, there's a long-standing issue that affects the ability of faculty to communicate effectively with one another. The union and the senates do not have access to district-wide email whereas the Chancellor and his staff do. This became very apparent during last semester's long and sometimes twisted dialogue between the Chancellor and the union about the use of part-time equity funds and the relationship of these funds to full-time raises. The Chancellor used email; the union put flyers in your boxes. We requested this same privilege months ago but have not received a response from the Chancellor. We do not see any reason why your faculty

leaders in the union and the senate can't have the same access the Chancellor has to an all-district email list.

That's it for now. Please give us your feedback on some or all of these issues. Remember that Executive Committee meetings are open to the public and held on all three campuses (rotating from month to month). The next meeting is on September 25 at CSM, 18-176, and the schedule for the semester is: October 23 at Cañada, November 27 at Skyline, and again at CSM on December 18. All meetings begin at 2:15.

August 23, 2002

Chancellor Ron Galatolo
SMCCD District Office
3401 CSM Drive
San Mateo, CA 94402

Dear Chancellor Galatolo,

There is growing concern among faculty members throughout the District about the reorganization efforts that have already been carried out, as well as those that are still in the planning stages. A number of individuals have come to the AFT with observations about significant changes that have already taken place in their departments or divisions with no faculty input.

We request a comprehensive list of the decisions and projects that have already been implemented, those that are about to be carried out, and those that are projected for the future. It would be helpful if this list could be categorized by college and department or division.

We would also like to hear about the procedures you plan to implement in order to involve faculty in the decision-making process around reorganization.

We look forward to your response.

Sincerely,

Katharine Harer & Joaquin Rivera,
AFT Co-Presidents

Cc: John Martinez, CSEA Chapter President
Nadia Bledsoe, AFSCME Business Agent
Rick Ambrose, CSM Academic Senate President
Connie Beringer, Skyline Academic Senate President
Dick Claire, District Academic Senate President

a series of task forces made up of representatives of departments or divisions experiencing this differential and use their input in the next round of bargaining as well as organize a district-wide forum on this problem. Additionally, it was suggested that representatives of each of these constituencies be invited to attend bargaining sessions to make their issues clear to the District. Another issue brought up at the Retreat that should be revisited in bargaining is the lack of paid maternity leaves, especially as newer hires/younger faculty would like more

Cañada: A Tale of Two Campuses

John Kirk, CSM, AFT 1493 Chief Grievance Officer

"It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of light, it was the season of darkness, it was the spring of hope, it was the winter of despair..."

Last spring a group of faculty members at Cañada met at an off-campus location to discuss their individual problems. The group was large and their grievances many. The common thread of their grievances was the creation by the Cañada administration of a hostile work environment.

They decided to summarize their complaints (see box below), to circulate a petition among the faculty and staff, to send the petition to the Chancellor and to meet with the Chancellor to air their grievances.

All of these goals were accomplished within the last month of the spring semester. Fifty-eight Cañada employees, mostly full-time faculty, placed their name on the petition (a few signed with an X for fear of retaliation). The meeting with the Chancellor was held on May 28, 2002 at Cañada. Over twenty faculty members attended the meeting, which lasted, from 3:00 pm until 6:00 pm. In a follow-up letter to the group, the Chancellor wrote:

"I have spoken with (the Cañada President) to share the concerns expressed by those in attendance. She has taken your comments very seriously and is committed to working with the leadership of the Academic Senate and the Classified Senate on matters of consultation, decision-making and communication. I have asked her to keep me informed of her progress to address these issues and, more importantly, to ensure faculty and staff are an integral part of strategic planning at Cañada College."

As a result of all of this organized activity and a record number of union-filed grievances and complaints, many improvements have occurred at Cañada since last spring. However, as a number of old problems have been resolved, new ones have emerged. Clearly the Chancellor has been attempting to put out fires at Cañada, but the Cañada administration continues to set new ones.

In their response to the Chancellor's comments, the group wrote:

"We are at a tragic point in the history of our college. Professional, committed faculty and staff continue to be maligned, mistreated and ignored. ...Faculty and staff at our college should not have to work in a climate of fear and retaliation, and it is our intention to pursue this matter until a safe, legally appropriate work environment is reestablished at our campus."

Summary of Issues

The Cañada administration has:

- refused to provide reasonable accommodations for an instructor with a disability
- threatened a part-time instructor not to talk with the union about a problem
- failed to seek volunteers before involuntarily reassigning a faculty member
- systematically discriminated against senior faculty by altering post-retirement contracts, denying summer work, arbitrarily changing assignments, etc.
- retaliated against a faculty member for filing a complaint by giving a punitive assignment
- violated the terms of a post-retirement contract
- violated part-time seniority rights
- eliminated athletic programs without consultation with discipline experts in the faculty
- forced a faculty member elected to a leadership position in a statewide faculty organization to use sick leave days when attending Executive Board meetings while not requiring administrator's to use sick leave for attending similar meetings
- attempted to manipulate personnel on hiring committees in violation of district policy
- reduced psychological services coordination time in violation of state "maintenance of effort" requirement, thereby compromising both the supervision process for contracted clinical interns and delivery of psychological services to campus at large
- rejected a federal grant of \$150,000 which would have provided services to Latino youth
- eliminated Redwood Symphony course from curriculum without consultation with faculty discipline experts
- eliminated Stepping Stones program which provided a supported education program for psychologically disabled adolescents and young adults
- confiscated an instructor's college-owned computer to monitor his on-line activities
- created a hostile work environment by treating faculty and staff disrespectfully, failing to communicate and consult, and failing to cooperate with authorized union representation

Financial Options for Part-Timers: Retirement & Savings Plans

By Kathleen Feinblum, Skyline
with help from Norman Prince, Skyline Part-Timer Rep.

Thanks to our fine negotiating team, the part-timers have gotten a much needed raise. I normally don't bring "morality" into my discourse, but in this case, the raise was the "moral" thing to do. The danger now (and are part-timers ever out of the woods?) is for the powers-that-be to rest on their laurels and refuse to budge on other issues.

Retirement Plans

One issue that still needs to be dealt with is the retirement benefits for part-timers. Part-timers do have a choice of retirement packages but all of them have limitations. Surely, part-timers receive oodles of information on different plans, but may not know the good, the bad and the ugly.

This article offers suggestions on how to decide which benefit is best for you. You ultimately are the judge. As of now, part-timers in this district have three retirement plan options to choose from: 1) the STRS Defined Benefit Plan, 2) the STRS Cash Balance Plan and 3) Social Security.

Defined Benefit Plan: In the Defined Benefit Plan, 9% is taken out of your paycheck every month and the district puts in 9%. The strength of this plan is that if you get vested, you have accumulated some visible wealth with the help of the district. The downside is that it takes around 8-10 years to get vested, depending on your workload. You can get vested sooner, if all of the colleges you work for offer the Defined Benefit Plan. The trouble is, many colleges offer their own retirement plans, especially private and state colleges, San Francisco State University being one example. If you are vested in Social Security, and it comes time to retire, you may lose some of your social security when you cash in your Defined Benefit Plan. My feeling is that the Defined Benefit Plan is good if 1) you plan to teach for a long time, preferably in colleges which offer the STRS Defined Benefit Plan and 2) if you haven't accrued a lot of social security.

Cash Balance Plan: In the Cash Balance Plan, 4% is taken out of your paycheck every month and the district puts in 4%. The advantage is that you can get vested right away. The disadvantage is that you haven't saved up a lot of money. Another disadvantage is that at the end of your teaching career, you must take the money out in a lump sum but must wait a year to do so or suffer a tax-penalty. The Cash Balance Plan is good for those who work at different types of schools, or work in jobs outside of college, or who have other supplementary retirement funds.

Social Security: Some people feel that social security is on its way out, and others feel that it is here to stay. It's your call. Part-timers can elect to take out social security from their paycheck. This is a good option for those who

are working outside the school in jobs that pay social security. If you are vested in social security, you may want to stick with it, rather than get penalized for having another pension plan.

Other financial options

403B Mutual Funds: When I was a part-timer, I decided on the Cash Balance Plan and augmented my retirement savings with a 403B. In light of the Wall Street chaos, you might not want to hear about investing, but if you have a long way to go before retirement, expect the bull market to re-emerge (it HAS to!). 403B is a diversified low-risk mutual fund. You don't make a financial killing, but at the same time, when the market dips, you don't lose your shirt. At its best, a 403B can accrue interest rapidly. At its worst (like presently), it looks like you've put the money in the bank. To enroll in a 403B, ask payroll for a paycheck deduction form. You can deduct as much or as little as you want. You must make a certain amount per month for the deduction. So in other words, if you make just a small amount of money in the lean months of August or January, there is no deduction. The district has a list of mutual funds available to faculty. Norman Prince has a list of socially responsible mutual funds in which you can choose to invest. His number is: (650) 358-6889 x 9358.

SF Bay Area Education Credit Union - The credit union is a good place to bank. It is located in San Francisco at 258 Laguna Honda Boulevard. Phone: (415) 664-4313, website: www.sfbayedcu.org. The Credit Union is such a panacea from the impersonal, fussy mega-banks. For one thing, the tellers are so darn nice, there are no lines, and there is parking! The Credit Union offers free checking which earns a 1% dividend (annual rate) with a balance of at least \$100. Their savings accounts offer dividends of 1% for \$100-\$2,000; 1.25% for \$2,001-\$5,000; and 2% for \$5,001-\$100,000. Also available are telephone transfers between savings and checking accounts, and internet transfers for all accounts within the system. Their credit cards (VISA) require no membership fee and offer points toward frequent flier miles. All of these numbers are subject to change, but I have been with the credit union for years and I have yet to experience any drastic surprises.

As you can see, part-timers have a way to go to reach financial nirvana. None of the options are the greatest. The next battle in negotiations will be for better retirement benefits and a better health care package. The issue of health benefits is a whole other article and a whole other can of worms. In the meantime, it's important and empowering for part-timers to be proactive in keeping track of their money, even if the money is far from adequate. It seems apparent from the last negotiations, though, that change CAN happen.

State Budget Finally Passed & Signed; Relatively Small Cuts for Community Colleges

Gov. Davis signed the state budget September 5, after the Legislature had finally passed the Budget two months late, at the close of its session on August 31. The \$98.9 billion spending plan purports to address a \$23.6 billion gap between expenditures and revenues through a combination of program reductions, loans, fund shifts, accelerations and transfers, and modest tax changes. Nonetheless, budget experts have already pegged next year's shortfall as high as \$15 billion.

The community college budget includes growth at 3 percent and a Cost of Living Adjustment (COLA) at 2 percent. Scheduled maintenance and the instructional equipment and library replacement materials program will both be restored to their 2001-02 levels of \$49 million each, through \$31.8 million in ongoing funds and \$17.2 million in one-time monies. No changes were made to the part-time faculty line item, including \$57 million for the part-time equity compensation fund, office hours and health benefits. Legislative reductions included:

- CalWORKs (-\$29 million)
- Matriculation (-\$12 million)
- Faculty/Staff Develop. (-\$4.2m)
- Fund for Student Success (-\$10m)
- Economic Development (-\$9.8m)
- Energy Costs (-\$49m)

The Governor made the following reductions to community colleges in approving the 2002-03 Budget:

1. \$1 million for the Faculty and Staff Development Fund was eliminated, which thus completely eliminated the entire \$5+ million program.
2. \$9 million was cut for CalWORKS, reducing total Cal WORKS funding to \$35 million.
3. Matriculation funding was reduced by \$10 million, leaving \$54.29 million for Matriculation.

In terms of Proposition 98, K-14 funding was reduced by a total of \$137 million. Community colleges' two pieces (Faculty and Staff Development and Matriculation) total \$11 million of this amount.

All other appropriations were unchanged from the version of the Budget approved by the Legislature. In total, the net augmentation for community colleges over 2001-02 is about \$64.7 million

In reaction, State Chancellor Tom Nussbaum said,

CFT 2002 Women's Conference Set for October 11-13

The California Federation of Teachers, Civil, Human and Women's Rights Committee is sponsoring its annual CFT Women's Conference October 11-13, 2002.

The Women's Conference is designed to encourage women to be more involved in union activity and in forging essential links between classified staff and full and part time faculty.

General sessions and planned workshops include:

- Professional Fulfillment
- Conflict and Anger Management
- Women and Political Power
- Estate/Retirement Planning
- Women on the Issue of Sexuality

Tentative hours:

**Friday 3 p.m. -7 p.m,
Saturday 8 a.m.-10 pm, and
Sunday 8 a.m. -12 p.m.**

Meeting Place:

Universal Sheraton Hotel, Los Angeles

For more information, call the AFT office at x6491.

"We are disappointed about these reductions, but cannot say they are totally unexpected or disproportionate. All three programs are critical to student success, and the reductions will seriously hamper our efforts to help more students succeed." Looking forward to next year, however, Chancellor Nussbaum further stated that "We will ask the Board to approve an ambitious budget request (just short of a \$1 billion augmentation) on behalf of the system for the 2003-04 fiscal year. This request includes restoration of all categorical program cuts suffered this year, as well as a strongly-presented case for funding enrollment growth at 5% (\$216 million). Even though the state General Fund will continue to face serious challenges in 2003-04, the Proposition 98 funding guarantee should enable the community colleges and K-12 schools to receive substantial funding increases in 2003-04."

Questions About Dues vs. Agency Fees & Assessment During Summer Session

Dues vs. Agency Fees

In an attempt to further clarify an issue that has caused confusion among some faculty members over the last several years, we would like to take this opportunity to again explain the difference between being an agency fee payer and an AFT dues paying member.

In October 1996, the San Mateo Community College District faculty approved a collective bargaining agreement between AFT Local 1493 and the District that included within its provisions the implementation of an agency shop. The agency shop clause requires that all members of the bargaining unit either be a member of AFT Local 1493, or pay a fee (the agency fee). As the exclusive bargaining agent for faculty employees, AFT Local 1493 incurs significant costs representing you, whether or not you are a Union member. For this reason, you are required as a condition of employment to either join AFT Local 1493 and pay Union dues, or pay an agency fee.

If you are an agency fee payer, it is important that you understand that the agency fee amount deducted from your payroll warrant is not Union dues. Agency fee payers are not entitled to any of the benefits of Union membership except negotiations, administration, and enforcement of the contract. For example, agency fee payers do not have access to free professional liability insurance, may not vote in Union elections, may not participate in Union-sponsored medical or dental plans, and a host of other benefits accruing to membership in AFT Local 1493.

A small percentage of the budget of the Local, and of the state and national organizations with which it is affiliated (the CFT, the AFT, and the AFL-CIO) may be used in relation to issues and legislation only incidentally related to the terms and conditions of employment. Fee payers may therefore request a refund of these non-chargeable amounts by doing so in a letter addressed to the President of the Local each year, as explained in an annual Agency Fee packet sent to all non-AFT members. Unless this rebate is requested, agency fee payers and Union members pay the same rates.

Monthly Dues/Fees Capped

The 2002-03 union dues/agency fee rate for full-time faculty is 1% of gross earnings plus \$11.40 per month (what is called the pass-through) up to a maxi-

mum (or cap) of \$61.40 per month for those earning over \$50,000 per year. For part-time faculty, the 2002-03 union dues/agency fee rate is 1.2% of gross earnings (because there is no pass-through assessed as with full-timers, this is essentially the same rate that full-timers pay).

Unfortunately, the District has thus far been unable to specify on your payroll warrant whether you are an AFT member who pays dues, or an agency fee payer who is being assessed agency fees. People simply see that money is being deducted for AFT. Thus many faculty assume that they have AFT membership when, in fact, they are agency fee payers. To join the Union it is necessary that you have filled out an AFT Local 1493 blue membership application form. If you have never filled out such a form, then you automatically become an agency fee payer. If you have a question about your status, or if you would like to join AFT Local 1493, please don't hesitate to call the Union office at CSM at 574-6491.

Assessment During Summer Session

AFT has been collecting either union dues or agency fees from faculty teaching during the summer session since the summer of 1998, that is, for the last five years. Nonetheless, we have received a few phone calls at the start of this Fall semester from faculty who taught this past summer and were surprised to see that agency fees or union dues were deducted from their paycheck. For whatever reason, they hadn't remembered this happening before. In the May 1998 issue of *The Advocate*, an article titled "Summer Dues/Fees To Begin" stated:

"AFT is going to begin assessing agency fees/union dues for those faculty who teach during the summer. AFT could have done this previously, as Article 3.1.1 of the contract states that "...the District shall, if so requested by the Union, also withhold Union dues (and now agency fees—ed.) for Summer Session faculty."

This is, of course, consistent with the fact that union dues or fees are based on a percentage of each faculty member's salary. Most AFT locals have always assessed dues or fees for summer session teaching.

Improper Procedures in SMCCCD Chancellor's Hiring Found by State Office

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tion Procedures for Executive Managers." The resolution proposed to suspend established processes for hiring executive management (college president, associate chancellor, and chancellor-superintendent positions) and place the process of hiring under the board's exclusive authority. The resolution, if passed at second reading, shut out faculty and other constituencies from search and screening processes for executive management.

Hiring Process Must Include Campus Constituencies, Not Just Governing Board

As the academic senate representative and lone faculty member at the meeting, I spoke against the resolution, pointing out that:

- the Governing Board has final, but not exclusive, authority in hiring matters;
- the mandates of Title 5 ensuring fair and effective hiring, despite the *Connerly* ruling, were valid;
- campus constituencies expect to "participate effectively" in the hiring processes for executive management.

I reiterated and documented concerns to the board in a letter dated January 21, 2002, which stated my intent to request that the State Chancellor's Office formally review the board's actions. I subsequently filed a technical assistance request with the State Chancellor's Office [January 22, 2002].

CSM & Skyline Senates Support Search Process for Chancellor Position

At its meeting of January 23, 2002, the board postponed second reading of Resolution No. 02-1 until a special meeting to be held on January 25th. The Academic Senate Governing Councils of College of San Mateo and Skyline College had adopted positions supporting a search process for the permanent chancellor-superintendent position; these respective senate presidents and I asked that our comments in support of fair hiring practices be read into the record. On January 25th, at an afternoon meeting scheduled at Cañada College, the board pulled Resolution No. 02-1 and passed Resolution No. 02-03, appointing the current chancellor-superintendent to serve out a multi-year contract.

The State Chancellor's Office has been investigating the issues in the intervening months. This is a "minimum conditions" complaint, meaning that open recruitment, participatory governance, and minimum qualifications are consid-

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time hourly faculty and regular faculty overload will be paid on two different salary schedules. Many Districts throughout the State have done this. I want to remind you that the purpose of these equity funds is to improve the salaries of part-time faculty. The actual language in the law (SB 739) states that "these funds are to be used to assist districts in making part-time faculty salaries more comparable to full-time salaries" so using the equity money to improve only the salaries of part-time faculty is consistent with both the language and the intent of the law. In addition, remember that the full-time faculty overload salary schedule was increased by the same 7-3-3 as the full-time regular schedule.

Principles + Unity = Victory

In addition to this significant raise we were also successful in bringing back a sabbatical program (called extended leaves). This was also a significant victory as the District was quite reluctant to add this program.

This agreement shows how if we stick to our principles and stand together in unity we can be successful in achieving our goals.

ered part of a public institution's established hiring processes; such conditions, among others, need to be met in order for a public institution to receive state apportionment.

State Chancellors' Office Finds Violations by SMCCCD's Board of Trustees

In a letter dated August 28, 2002, the State Chancellors' Office responded that, according to its findings, violations of both statutes and regulations were discovered in actions taken by the Board of Trustees in the hire of the District's Chancellor-Superintendent. An appropriate remedy has yet to be determined.

I have asked to be agendized at Governing Council meetings at each of the colleges to provide a summary of the findings and to deliver a copy of the State Chancellor's Office letter to the senate president. The faculty are awaiting notice of both the remedy and the district's response to the findings as we move toward resolution of these issues.

AFT 1493 Leaders Gather for Annual Retreat

AFT 1493 leaders attended an annual retreat on August 16th at the Woodside Church to evaluate the past year's accomplishments and to set goals and plan activities for the coming year. Pictured are various scenes from the afternoon sessions.



New (& Old) AFT 1493 Leaders Elected

At the end of the 2002 Spring semester, AFT Local 1493 conducted its bi-annual elections for leadership of the Local for the following two years. The membership reelected **Katharine Harer** and **Joaquin Rivera** for another term as Co-Presidents.

The following other members of the Executive Committee were also reelected to continue in their offices: **George Goth**, Secretary; **Anita Fisher**, Treasurer; **Romy Thiele**, Cañada Chapter Chair; **Chip Chandler**, Skyline Chapter Chair; **Rick Hough** and **Nina Floro**, Skyline Executive Committee Co-Reps; and **Anne Nicholls** and **Karen Olesen**, Cañada Executive Committee Co-Reps. **John Searle** will

continue his many years of service on the Executive Committee, now as the CSM Executive Committee Rep.

But the 2002-2004 AFT Executive Committee will also include many new faces. The Local's new Vice-President is **Ernie Rodriguez** from Cañada. Also newly elected are **Teeka James** and **Yaping Li** who will serve as the CSM Chapter Co-Chairs. The three Part-Timer Reps to the Executive Committee were also elected for the first time. They are: **Victoria Clinton**, CSM Part-Timer Rep., **Norman Prince**, Skyline Part-Timer Rep., and **Hari Costarides**, Cañada Part-Timer Rep. Also newly elected was **Suzanne Russell** who will serve as one of the

Local's delegates to the San Mateo Labor Council.

Additionally, there were several new faces among those faculty who were elected to attend the next CFT Convention next March in San Francisco as delegates representing Local 1493.

Bringing seven new faculty members onto the new AFT Executive Committee continues the process of renewing the Local's leadership that was begun several years ago. In an effort to introduce the new members of the AFT Executive Committee to the District faculty, we will begin printing biographical sketches of the new EC members in the November issue of *The Advocate*.



AFT 1493 leaders attended an annual retreat on August 16th at the Woodside Church. From left, John Searle, Yaping Li, Bob Hasson, Karen Olesen, Nina Floro, Dan Kaplan, Rick Hough, Katharine Harer, Eric Brenner, Joaquin Rivera, Norman Prince, Victoria Clinton, Kathleen Feinblum, Anne Nicholls, Romy Thiele, Ernie Rodriguez, Suzanne Russell, John Kirk

Come to the 2002 Faculty Social for All District Faculty!

Friday, October 18, 6:30 pm, Bay Meadows Race Track

Come and join us at the races for a fun get-together with other district faculty.

Ticket includes admission, parking, racing program, and a buffet dinner.

Price is \$13.50/ticket, which is subsidized by AFT 1493 and the academic senates.

Contact Teeka James or Yaping Li, CSM; Karen Olesen, Cañada; or Connie Beringer, Skyline