

# New contract overwhelmingly ratified

## Big raise, part-timer office hour pay now due

On September 6 and 7, SMCCCD faculty ratified the new contract, which AFT 1493 and District negotiators had tentatively agreed to during the first week of the semester, after a full year of bargaining. The faculty who cast ballots voted overwhelmingly to approve the new AFT contract, with 95% of those voting casting a Yes ballot to approve the new AFT contract.

In addition to the extremely positive vote, many faculty members sent the Union messages of appreciation for the strong contract that AFT negotiators worked so long and hard to win. (See page 5.)

### What we have won

As a result of the settlement, all faculty will receive a retroactive salary increase of 3.23% for 2005-06, which will be paid in a separate check at the end of November.

For 2006-07, all faculty salaries will increase by 4.92% on top of the previous 3.23%. You will see the new rates in September's paycheck—that is an 8.31% increase over last year's paychecks! You can check your new pay rates on the salary schedules which are accessible on the AFT 1493 website at [aft1493.org](http://aft1493.org).

For 2007-08 all faculty salaries will increase by a percentage equal to the state COLA minus 1% and for 2008-09 faculty salaries will increase by a percentage equal to the state COLA minus 0.5%.

The amount the District pays for full-time faculty health benefits, i.e. "the cap," will also increase. Effective January 1, 2006, the cap will go up to the following: \$604 for singles, \$739 for two-party and \$973 for family, three or more. Each year, effective January 1, 2007, 2008 and 2009, the District will increase the medical cap for Kaiser subscribers'

two-party and Family plans so that the employee out-of-pocket contributions will not exceed \$40 per month. For non-Kaiser two-party and Family plans, the District will contribute the same dollar amount established by the Kaiser plan. This should maintain the out-of-pocket contributions for all two-party and family plans at about the same level for the



photo by Marian Mesia/Courtesy of The Skyline View

Betty Lindgren-Young receives her ballot from Pat Deamer during the contract ratification vote at Skyline. Mike Fitzgerald also helped out.

four years of the contract. The cap for single employees will remain at \$604 per month for the duration of this contract. Full-time faculty will be receiving retroactive payments for the difference between the new out-of-pocket payments and what they paid out-of-pocket since January '06 based on the previous cap.

### Part-timers to finally get paid for office hours

Starting in this semester, pay for part-time teaching faculty will include an additional increase—for the first time part-time instructors will be paid for office hours. (Office hour pay for this semester will be delayed and included in a separate retroactive check.) Including office hour pay, adjunct teachers will be receiving about a 19.5% increase over last year's paychecks ('04-'05 rates)! Although you can simply look at the salary schedules on page 5 (also available on the AFT 1493 website), we want to show you exactly how this huge increase in part-time teachers' total pay is calculated by adding the lecture or lab rate, plus pay for office hours. The calculation process is a bit complicated, so we'd like to give you a couple of examples—one for a new part-timer at step 1 of the salary schedule and then for a part-time instructor at the top step. To calculate the total pay, you would start with the 3.23% increase for '05-'06, then add the 4.92% increase for '06-'07. (For non-teaching counselors, librarians and nurses, this is all that needs to be calculated to get this year's pay.) Part-time teachers will be paid for one office hour for every three FLCs they teach. For this first year of paid office hours,

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## PRESIDENT'S LETTER

# New president outlines goals

by Ernie Rodriguez, AFT 1493 President

Dear Faculty Colleagues,

I would like to begin this letter by expressing my gratitude to Katharine



Harer and Joaquin Rivera for their excellent work on behalf of our faculty. As past AFT Co-Presidents and members of our negotiating team, Katharine and Joa-

quin performed their duties with devotion and enthusiasm. From my limited experience, thus far, I am quickly learning that there is a lot of behind the scenes work that accompanies the position of AFT Local 1493 President. We all owe Joaquin and Katharine a great debt of thanks for their efforts. I am very pleased that Katharine is continuing to serve the Union as Co-Vice President, along with Teeka James, and that Joaquin will continue to serve as Chief Negotiator for our local. Their experience is an invaluable asset to our faculty.

In addition to thanking Katharine and Joaquin it is also important to thank our wonderful part-time rep, Victoria Clinton, who made a real difference in the outcome of negotiations. Her service on the Negotiating Team is much appreciated. Hopefully, she will be willing to continue to serve as a member of our team. Her positive presence and creative ideas really helped move the process to closure.

As I begin my tenure as new AFT Local 1493 President, I feel both excitement and anxiety. I am excited at the thought of new directions and possibilities but feel anxiety about the challenges facing our profession. With recent erosion of salaries, benefits and retirement options for all workers, it is vital for our Union local to stay strong and capable of representing critical faculty interests.

## Last of the originals

In the next few years, the last of the senior faculty who first founded AFT Local 1493 will be retiring. I am proud to count myself among that original group. I remember the campaign and vote that ushered in the AFT as our faculty representative. My tenure in the District began in 1971 when I was hired, as a full time faculty member, at Cañada College. At that time faculty had no representation. Luckily, times were good. Community Colleges were locally funded, Proposition 13 had not yet passed. Through the years, as times became tougher, I became more grateful for our faculty Union and for the strong faculty who were willing to step forward to provide leadership. I am proud to be the next in a long line of AFT Local 1493 Presidents, faculty colleagues all, many of whom I knew well.

## It's your union!

Years ago, I made a commitment to myself that, at some point in my career, I would make union leadership and more active participation a priority. This brings me to my personal theme for this year: "It's your union, get involved". My number one goal by the time I finish my two-year term and head off into retirement, is to pass the baton to a strong new President. My hope is to work with the current outstanding group of AFT Executive Committee members to leave our local in the position to continue to be a powerful voice on behalf of faculty. My appeal to all faculty is to attend Union meetings, participate and consider taking on a leadership role. This is particularly important for new faculty who have recently completed their tenure process and faculty in the middle of their teaching careers who hope to be employed in SMCCD for many years to come.

*continued on next page*



**Presidents' Column***continued from previous page***Let us know what you think**

In future editions of the *Advocate*, I plan to explore a range of current issues that challenge our Union local. Some of my remarks may provoke controversy. Not being shy, retiring or particularly thin skinned, I would love to hear how you, my faculty colleagues, feel about my thoughts and ideas. My style is to speak directly and openly. I support respectful relational engagement. I see an open exchange of ideas, including, at times, productive conflict, as healthy. I always find it sad when people are too afraid to engage in discussion about things that matter.

To begin this year we held a weekend Union leadership retreat at Mercy Center in Burlingame. Almost 100% of our Executive Committee demonstrated their commitment by giving up an entire weekend to participate in this extended retreat. Please read Teeka James' article on page 6 describing the retreat experience and summarizing retreat outcomes.

We also successfully concluded a very difficult round of negotiations. Comments from faculty on the proposed contract were overwhelmingly positive. Our new contract represents a real step forward for our faculty as a whole. In my remarks to the Board of Trustees prior to their unanimous vote approving the new contract, I made clear that the Union leadership and Negotiating Team have some real concerns about process issues related to the successful conclusion of negotiations. It is critical that these issues be addressed prior to the start of our next round of negotiations. On the Union side, we look forward to expanding our Negotiating Team and providing more training for faculty interested in joining the team. The Union Executive Committee is very grateful and appreciative of the efforts of our Negotiating Team.

In closing, my hope is that faculty will unite positively behind our local; will understand that their participation and voice is welcome and necessary; and will work together to make our local stronger and even more supportive of faculty needs and interests.

Best Wishes for a productive and fulfilling year.

**GRIEVANCE REPORT****Part-time seniority rights being ignored***by John Kirk, AFT 1493 Chief Grievance Officer*

A number of grievances have recently arisen on the same issue: part-time seniority. Deans are bypassing more senior part-timers and claiming that the less senior instructors are a better fit for the program. The contract states that assignments of part-timers are based on seniority, relative experience/qualifications and program needs. A major arbitration decision from the 1990's labeled our seniority clause a hybrid clause. The arbitrator ruled that if two instructors have similar seniority and the less senior instructor has significantly better qualifications and experience, then seniority can be overruled. If, however, two instructors have similar qualifications and experience and one instructor is more senior than the other, then seniority must be followed.

**Two arbitration cases**

The union has voted to take two recent cases to arbitration. One of the cases involves a part-timer who was not rehired while four or five new part-timers were hired. The teacher had failed two students who then complained to the administration. The administration fired the teacher. Although the case is scheduled for arbitration, the union and the district are attempting to negotiate a settlement. The other case involves a part-timer who was not rehired even though he has significantly greater seniority (11 years) and has a Master's degree while the less senior instructor has a Bachelor's degree. This case is scheduled for arbitration in November. The union has learned of a new case which is similar to the cases above and plans to file another grievance.

**Ambiguities in the contract**

Two other cases have arisen this semester which deal with ambiguities in the contract. The evaluation policy for tenured faculty has a section in it dealing with unsatisfactory evaluations. It states that if a tenured faculty member receives an unsatisfactory evaluation, then a comprehensive evaluation will take place during the next year. If that second evaluation is unsatisfactory, then during the following year the tenured faculty member will be evaluated following the second year tenure review policy. The contract also states: *It is anticipated that having one year between unsatisfactory evaluations allows the Evaluatee sufficient time to receive coaching from the Dean or mentoring from a peer and to initiate improvements.*

This section contradicts the preceding language by requiring a year without evaluation while the tenured faculty member is given the opportunity to be mentored and/or coached to correct any deficiencies. One of the committee members who wrote the original policy in 1996 told the union that such a year with mentoring "would take the heat off the instructor" for a year (no evaluation). The District interprets this section of the contract to mean that the evaluation and mentoring occur at the same time. The union is in the process of preparing a grievance on this issue.

**District has been taking back unused Professional Development funds**

Another ambiguity in the contract deals with the funding for the Professional Development program. The contract states:

13.3.4 *Uncommitted monies in a fiscal year can be carried over to the next fiscal*

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## New contract ratified

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the rate for office hour pay will be 82.6% of the Special Rate. (Beginning in '07-'08, the office hour pay rate will be 100% of the Special Rate.)

## Calculating part timers' total pay

We want to clarify one item in the contract which has caused some confusion. **Part-timers did not receive a pay reduction!** The so-called reduction is actually a reallocation of funds to more honestly reflect how part-timers are paid. Money that was included in hourly pay, but intended to compensate part-timers for office hours, is being removed from the hourly pay line item. A new line item is being established that separately lists office hour pay. The 5.78% "reduction" (which, when combined with the 4.92% increase for this year, comes out to just a -0.86% adjustment) actually represents money that will be transferred to this new office hour line item. (Office hour pay will be separately detailed on paycheck receipts received by part-timers.) In addition, these dollars will be significantly augmented with additional funds identified in the negotiation process to contribute to this year's net overall **increase** of approximately 16% for part-time faculty. This represents a big win for part-timers.

To calculate a part-time teachers' total pay for this year, then, we take the '05-'06 lecture or lab rate and reduce it by 0.86% and then add the office hours pay. To include office hours pay in a total hourly teaching rate (rather than keeping it as a separate rate of one hour for every three teaching hours), we can just divide the office hours rate by three and add it to the lecture schedule rate. (The calculation for lab rates is a bit more complicated because the ratio is actually one office hour for every three FLCs.) The calculations for Lecture rate Step 1 and Step 10 are shown below.

### Lecture Step 1

'04-'05	'05-'06	'06-'07
	(+3.23%)	(-0.86%*)
\$50.17	\$51.79	\$51.34
<b>Office hours</b> (82.6% of special rate x 1/3)		+\$ 8.76
[82.6% of 31.82= 26.28 /3 = 8.76]		-----
<b>Total hourly pay (lec. rate+ 1/3 spec. rate): \$60.10</b>		

### Lecture Step 10

'04-'05	'05-'06	'06-'07
	(+3.23%)	(-0.86%*)
\$78.10	\$80.62	\$79.93
<b>Office hours</b> (82.6% of special rate x 1/3)		+\$13.71
[82.6% of 49.81= 41.14 /3 = 13.71]		-----
<b>Total hourly pay (lec. rate+ 1/3 spec. rate): \$93.64</b>		

\* -0.86% = 4.92% raise -5.78% office hours adjustment

Thus, pay for part-timers who do office hours increases by more than 16% from '05-'06 to '06-'07! [Step 1 increase from \$51.79 ('05-'06) to \$60.10 ('06-'07) is 16.05%, step10 increase from \$80.62 ('05-'06) to \$93.64 ('06-'07) is 16.15%.]

## Part timers' medical stipend increases

The medical stipend for part-time faculty will also be increased. Effective January 1, 2007, the District will increase the medical stipend for part-timers to \$500 per six month period (if the State funding for part-time medical coverage fully covers the increased cost of providing this stipend), and in 2008, the District will increase the part-timers' medical stipend to \$550 per six month period (again this is dependent on the State funding for part time medical coverage fully covering the increased cost of providing this stipend.)

## Questions & Answers

We have received a variety of other questions from faculty members on specific aspects of the agreement that we'd like to address.

In the AFT announcement to faculty on August 18 it was stated: "We negotiated the equivalent of an additional 1% to increase the medical cap and pay for part-time office hours." The new contract also says that the cost of benefits effective January 1, 2006 "represents 0.38% of the District's annual costs for the AFT Unit." Following from these numbers, some faculty members wanted to know: What is the dollar amount of a 1% salary increase for all full-time and part-time faculty? The answer: 1% for all faculty is \$436,000.

Similarly, some faculty wanted to know: What is 0.38% of the District's annual cost for medical care benefits for the AFT unit? What is the dollar amount that 0.38% represents? The answer: To increase the medical cap to the level in the agreement costs \$171,000, which is the equivalent of .38%

One faculty member wrote that: "It doesn't appear that there will be an adjustment for part-time office hours for 2005/06." And she also wanted to know: "Did the State stop funding part-time office hours as a separate line item in the State budget?" The answer is: The money that was put into office hours for last year (one time) has been rolled over into this year to help fund the 82.6% of the Special rate that will be paid to part-time faculty to hold office hours this year.

Thus, for example, a part-time classroom instructor would move from \$54.34 without the office hours adjustment, to \$59.94 with the office hours adjustment, a 10.3% increase! Please see the new part-time faculty salary schedules on page 5 for other examples of how the just-negotiated paid office hours for part-time faculty will improve their take-home pay.

The state partially reimburses the districts for office hours. The level of reimbursement has been decreasing over the years because the state has not added any additional money



to this fund. Last year the level of reimbursement was 29%. This was included in the calculation to fund the office hours. It is very likely that the level of reimbursement will continue to decrease, but that will not affect the compensation to our part-timers as a result of the new AFT contract settlement.

**Question: Can part timers hold office hours outside of traditional offices?**

**Answer: Yes, email, phone, meetings before and after class are all OK**

AFT and District negotiators agreed that part time faculty do not have to hold office hours only by traditional face-to-face meetings in offices, but can use a variety of means to communicate with their students. In a September 19th email to District administrators, Vice-Chancellor Harry Joel reinforced this understanding:

"I want to clarify how the part time office hours should work. As you know not all part time faculty have access to offices which makes it difficult to hold a private face-to-face meeting with a student. We would encourage full time faculty who have offices to share their office space when they are not using it to help with this limited office space. As a supplement to holding actual office hours, we agreed that they could be held via e-mail or telephone for part of the time and meeting before and after classes in the classroom or the libraries and/or cafeterias."

**Non-economic items will be negotiated the next two years**

Another question concerned the fact that this is a multi-year contract. Of course, when the contract expires in '09-'10, the entire contract may be re-opened; in the meantime, 3 non-economic items (not salary or benefits) are allowed each party each year. For '07-'08 and '08-'09, AFT can reopen 3 articles per year. The '07-'08 process starts in the spring, when we will send out a survey to ask faculty what they're most interested in.

**Do you want a printed copy of the new contract (as opposed to an online version)?**

**If so, please call the AFT office at: x6491 or e-mail AFT 1493 Executive Secretary Dan Kaplan at: Kaplan@smccd.edu or simply respond to the online poll at AFT1493.org (under "What's New")**

**'06-'07 Adjunct Classroom Faculty Salary Schedules**

Step	Lecture	Lab
1	51.34	44.00
2	54.45	46.78
3	57.64	49.82
4	60.86	52.84
5	64.12	55.55
6	67.16	58.22
7	70.57	60.95
8	73.66	63.86
9	76.78	66.78
10	79.93	69.51

**Faculty members send messages of appreciation to AFT negotiators**

Below are a few of the messages we received from faculty in response to the contract settlement:

Congratulations.

And, thanks for the hard work.

Slow and steady wins the race.

- Ashok Malik, CSM

Please relay my thanks to the bargaining team and the rest of the union reps for fighting the good fight. I like that you were able to tie the medical premiums to a floating ceiling and something close to COLA for salary increase is fair.

- Jon Freedman, Skyline

Part-timers paid for office hours? Fantastic! And finally, since this part-timer's been "advising" students since 2000 and never received a single kopec.

- Stephen Brown, CSM

THANK YOU GUYS!!! YOU'RE AWESOME!!!

- Radu Toma, Cañada

# AFT 1493 leaders gather to reflect and make big plans to activate, train, build community & more

by Teeka James, AFT 1493 Co-Vice President

*Time is the most valuable thing on earth: time to think, time to act, time to extend our fraternal relations, time to become better men, time to become better women, time to become better and more independent citizens.*

Samuel Gompers, one of the founders of the American Federation of Labor in 1886

Last month, the Executive Committee of our faculty union, AFT 1493, embarked on a weekend retreat to re-group, reflect, and plan for the coming year. We were lucky and received a generous discounted rate from the Mercy Center in Burlingame, a lovely retreat and conference center run by the Sisters of Mercy, “contemporary religious women who work prayerfully in the world.”<sup>1</sup> The setting was beautiful and very conducive to our focus on a working retreat, and the rooms were quiet and comfortable. We were also lucky that virtually all Executive Committee members were able to duck out of their personal lives for forty-eight hours to participate in the retreat activities.

As we’re all aware, last academic year the union asked us, and we agreed, to eliminate the dues cap for full time faculty and have all faculty contribute 1.2% per paycheck to the union. A significant portion of our local’s budget goes to our affiliation fees to the AFT, from which one of the many benefits we receive is access to training (see side bar). So we asked the California Federation of Teachers (CFT, the state arm of AFT) for help organizing a working retreat for the Executive Committee of our local. CFT responded with a godsend, Julien Minard, an experienced trainer and all around unionista extraordinaire, to facilitate our retreat. One fabulous thing about Julien is that she was involved with our Local’s campaign to become the collective bargaining agent back in 1983, so the retreat was a bit of a homecoming for her.

Our retreat started on Friday afternoon at three o’clock and continued at a good clip until Sunday noon. In addition to creating a specific set of goals for this academic year, we

also had a chance to get to know each other better by talking about how we each were attracted to committing our time and energy to our role in our faculty union. Several of us on the Executive Committee come from families that included union workers—longshoremen, janitors, teachers—while others came to their union involvement through other types of political or social justice activism. A clear set of shared values emerged from this sharing of personal histories: a commitment to equity and a belief in the power and importance of community. We also realized that for many of us, union always centered around family when we were growing up, remembering the union picnics and the kind support we had received from other union families during tough economic times. This initial sharing activity continued till late our first



Nina Floro, Ernie Rodriguez, Dietra Prater Slack, Vicki Clinton and Katharine Harer (from left to right) enjoy a moment at the AFT 1493 leadership retreat in August

night of the retreat.

To set goals for the coming year, we first brainstormed our fantasy union one year hence, creating a huge list of ideas ranging from re-electing a supportive Board of Trustees to hosting more social events for faculty. Julien took our list of a zillion wishes and condensed it to a manageable size. We whittled the list down to the following four committees: Membership Involvement and Activism, Training (leadership, grievances, negotiations,) Community Social Activities, and Local Governance Structure. We decided to focus our work for the remainder of the retreat on the first three committees because later in the retreat Chris Hanzo, the Executive Director for AFT 2121 (City College of San Francisco’s local), was scheduled to come talk to us about how his local had gone through a restructuring of its governance structure several years ago (see box below). The objective of the plan-

<sup>1</sup> Sisters of Mercy of the Americas website (www.mercyburl.org)



ning work we did in these committees was to come up with a list of whats, whens, whos, and hows for activities relevant to each committee's focus, as well as an estimated financial investment and the results we hoped to achieve.

In all, the retreat was extremely

productive. The four committees will continue their work during the year to bring the ideas to fruition. (You'll have noticed that the Community Social Activities committee has already sent out invitations to see El Teatro Campesino's show, La Virgen del Tepeyac in December.) If you are interested in participat-

ing in the planning of an event or want to work on one of the committees, please let us know. There are many ways to be involved in your faculty union, and most of them do not require an endless stream of meetings.



*AFT 1493 leaders discuss plans for the upcoming year at their annual retreat at the Mercy Center in Burlingame*

During the retreat, we all learned or became reacquainted with the resources our local receives from our affiliation with AFT and CFT.

- Publications (*California Teacher*, *CFT*, *Part Timer*, and *Perspective*, for example)
- Networking opportunities with community college teachers and

union activists across the state and the nation

- Lobbying (we have 3 lobbyists working for CFT in Sacramento, fighting for educational issues and teachers' rights)
- Political advice (for example to help us map out a campaign to elect a more supportive board of trustees)
- Access to researchers (for help with

budgets, for example)

- Training, both at institutes such as the Union Leadership Institute and on an individual basis such as the way Julien came to help facilitate our retreat)
- Group benefits and discounts on things such as auto and home insurance, credit cards, and credit unions

Chris Hanzo, Executive Director of City College of San Francisco's AFT 2121, shared their local's governance structure with us at the retreat. In addition to an executive board, as our local has, AFT 2121 devised a system based on a delegate assembly model, using what they call "Precinct representatives." Since their college has several campus sites throughout San Francisco and because their faculty is so large, they decided to increase involvement and representation by dividing the faculty into thirty-one precincts of roughly thirty faculty each. Their union has four standing committees in addition to the executive board: political action, part timers, members, and grievance.



*AFT 1493 Chief Grievance Officer John Kirk makes a point in a small group discussion*

## Governor vetoes universal health care, but the battle goes on

The CFT-endorsed Senate Bill 840, "Health Care for All," sponsored by State Senator Sheila Kuehl, which would have established a single-payer health care program in California, was vetoed by Governor Schwarzenegger on September 22. In an historic advance, SB 840 had passed the State Legislature in late August 2006—the first time a single-payer bill has gotten that far toward law. Schwarzenegger proclaimed he was for universal health care, even as he refused to sign the only bill he's received that would create it.

Based on the Canadian model, single-payer leaves health care provision in private hands, but cuts out the wasteful health insurance industry, which takes between 25 and 30% of every health care dollar spent in the United States for administrative overhead and profit. *In Canada, there are no uninsured; everyone has health care coverage.* Is it a perfect system? There is no such thing. But it is far superior by virtually every measure to the deteriorating system controlled by for-profit greed in the U.S.

### Senator Kuehl criticizes Governor's veto of universal healthcare

Senator Kuehl (D-Santa Monica) criticized Governor Schwarzenegger for his veto of SB 840.

"The Governor errs in using the insurance industry's 'government run healthcare' label for the bill," stated Kuehl. "In truth, all providers of healthcare would have remained as they now are, public or private, under the bill. The big difference is that every person would have been able to select their own physician, dentist, hospital, or pharmacy, and there would have been no unreimbursed care. Doctors would have done a great deal better under this bill than they do now under the thumb of insurance companies."

Regarding the Governor's critique of the cost, Kuehl said, "The Governor makes an even bigger mistake in saying the bill would cost new money or there would be new taxes and no help to affordability. Such a statement shows that he has not read the bill, doesn't understand the bill, or is being completely misdirected by his handlers.

In truth, premiums to be paid by businesses and individuals under SB 840 would have taken the place of all premiums, co-pays and deductibles we now pay, saving every person who now pays for healthcare significant money. In addition, where there are no cost controls at all now, and enormous administrative overhead and profit for insurance

companies, there would have been a transparent system that actually would succeed in making healthcare coverage affordable in California."

Perhaps the most significant error the Governor makes is in his failure to recognize that SB 840 is exactly what he purports to be seeking. In his own words: "I want to see a new paradigm that addresses affordability, shared responsibility and the promotion of healthy living." He has proposed no plan, and nothing has come out of his "health summit" that proposes anything to accomplish these goals. Only SB 840, which does exactly what he alleges to support, accomplishes this.

Finally, says Kuehl, by trying to distract readers of his veto messages with the fact that he supported a few small steps toward healthy living, the Governor reveals his real agenda: leave healthcare in the hands of private insurance companies and let working families lose coverage one family at a time, let hospitals close for non-payment of bills one at a time. In his own words, "I don't believe in universal healthcare."

### AFT 1493's role in history remembered

AFT Local 1493 sponsored a Single Payer resolution in support of the Kuehl bill at the 2003 CFT Convention. An important part of our 2003 resolution stated:

BE IT FINALLY RESOLVED, that if the California Legislature fails to pass universal health care legislation in 2003, that the CFT will urge the California Labor Federation to initiate a movement with health care activists now organized in Health Care For All—California (HCA) to place on the 2004 California ballot a Universal Health Care For All Initiative.

The CFT Convention passed our resolution, but unfortunately only after deleting the above language.

If health care reform activists had taken this approach of putting the single payer issue on the ballot as a state-wide initiative, then the Governor would not have been able to veto the measure if it passed.

It appears that our Local was just a little ahead of schedule (by four years) with the approach that we advocated in 2003. For in the aftermath of the Governor's promised veto of this historic single payer legislation in California, health care reform activists are now saying that the next stop for healthcare reform will be the 2008 California ballot in the form of a single payer initiative!



If you have not yet received your new 2006-07 CFT pocket calendar, then please call the AFT office (x6491) or get in touch with your AFT Chapter Chair on your campus and ask for one.

Also, as you may know, AFT has recently produced an AFT poster that will fit nicely on your door or bulletin board. Perhaps you have already seen one on the door of another faculty member? Or in the May Advocate? We only have a small number left. So contact your AFT Chapter Chair or the AFT office ASAP if you would like to have an AFT poster of your very own!

### Greivance Report

*continued from page 3*

*year. This will not reduce the following year's allocation for that college. No more than one third (1/3) of the funds can be carried over from year to year.*

The ambiguity in this section deals with the word *funds* in the third sentence. Does the word funds refer to the total funds allocated to each campus for the year or does it refer to the amount of uncommitted funds for the year? The administration has been confiscating two thirds of all uncommitted funds each year. The union believes that all uncommitted funds should be carried over each year unless the uncommitted funds are more than one third of the total funds allocated to the college for the year. In the latter case, only one third of the total funds committed for the year can be carried over. The district's interpretation encourages the faculty to spend every penny allocated each year—to use it or lose it. It is more rational to allow uncommitted funds to be carried over to the next year when possibly better professional development proposals are submitted.

AFT 1493 Presents

## A SPECIAL HOLIDAY FAMILY EVENT EL TEATRO CAMPESINO'S PRODUCTION OF LA VIRGEN DEL TEPEYAC

Come join fellow faculty for the  
**Sunday, December 3, 4 pm**  
presentation of this classic holiday production!

Where: Mission San Juan Bautista

A limited number of tickets are available at a special group discount price on a first come, first served basis

General Adult Admission \$20.00

Senior (55+)/student \$16.00

Children 12 & under \$12.00

The deadline has been extended  
but orders must be received as soon as possible  
(send checks made out to: AFT Local 1493 to the AFT office,  
CSM Bldg. 15, Rm 131)

If you would like, join fellow faculty for a pre-show,  
pay-your-own-way lunch at 12 noon

**FOR MORE INFORMATION AND TO REQUEST LUNCH  
RESERVATIONS, CONTACT THE UNION OFFICE (x6491)**

### AFT 1493 Executive Committee/ General Membership Meetings

All meetings are on the second Wednesday of the month, with the exception of December (noted below).

**Wednesday, October 11 at Cañada at 2:15, 3-142**

**Wednesday, November 8 at Skyline at 2:15, 1319**

**Wednesday, December 6 (not the 13th which is in Finals Week)  
at CSM at 2:15 Faculty Center, 18-206**

# BALLOT INITIATIVE CAMPAIGN

## COMMUNITY COLLEGE FUNDING

### Signature gathering begins for Community College Initiative

The California Attorney General's Office approved the **California Community College Initiative** for circulation on August 25.

This three-pronged ballot measure addresses:

#### 1. Funding Stabilization

It creates a separate funding stream within the Proposition 98 formula tied to Community college enrollment which will avoid the impending funding crunch due to slowing K-12 enrollment growth.

#### 2. Governance Structure

It protects independent governance of community colleges by providing the System Office with autonomy similar to that of the California State University system and

#### 3. Student Fee Reduction

It reduces student fees to \$20 per unit and limits future fee increases to the lesser of the annual change in per capita personal income or 10%.



**Petitions are now available for signature gathering.** The deadline for ballot qualification is **January 22, 2007.**

The initiative is supported by a coalition of organizations representing community college faculty, classified staff, chief executive officers and trustees, including the California Federation of Teachers, the Academic Senate for California Community Colleges, the Faculty Association of California Community Colleges and the Association of Community College Administrators.

If you would like to help the AFT gather signatures, please go to [www.faccc.org](http://www.faccc.org) to request petitions. And please let the AFT office (x6491) know that you are interested in being part of this important and historic effort to get this initiative passed by the voters of California.

Though 598,105 qualified signatures are required to qualify the initiative for the ballot, approximately 1,000,000 are needed in order to assure the effort. The good news is that the CCCI has already raised over \$800,000 for its paid signature gathering effort. The bad news is that the campaign is going to need to raise \$1.5 million to insure qualification.

The Community College Initiative campaign is now making plans to organize a signature gathering drive in every community college district in the state. This drive will be headed up by a new member of the CCCI team, Christine Chavez, the granddaughter of the legendary Cesar Chavez. Christine brings to this campaign her extraordinary organizing ability and background.

A conference call training session for volunteers interested in circulating proposed ballot petitions is scheduled for Wednesday, September 27th at 6:00 pm. No reservations are needed.

Christine Chavez will lead the training and will send a sample petition to work from during the training. All participants will call into the same number, and all participants will use the same account number.

Please contact the AFT office at x6491 if you would like to participate in this conference call, and we will give you the necessary further information.

## SUPPORT OUR GOAL OF OPEN ACCESS!