

Skyrocketing Health Care Costs Prompts Push for Single Payer System

by Dan Kaplan, AFT 1493 Executive Secretary

"Private health insurance premiums are rising at an unsustainable average of about 13 percent per year - and as much as 25 percent in some areas of the country. Coverage is shrinking, as more employers decide to cap their contributions to health insurance plans and workers find they cannot pay their rapidly expanding share. ..."

These words come from an important October 13th *New York Times* article* on the crisis facing the U.S. health care system

by Marcia Angell, former editor in chief of the *New England Journal of Medicine*, and now a senior lecturer at Harvard Medical School. Faculty in this District will begin to feel the effects of this crisis when new costs will go into effect at the beginning of 2003. Approximately one-third of the District's full-time faculty will be substantially over-cap. The union fought to raise the

What we need is a national single-payer system that would eliminate unnecessary administrative costs, duplication and profits.

District's contribution to our benefits, and we were able to make a small amount of progress, but not nearly enough to bridge the gap.

Fatal flaw: Treating healthcare as a commodity

Professor Angell's article, entitled "The Forgotten Domestic Crisis", presents the situation simply and

clearly: "The fatal flaw in the system is that we treat health care as a commodity. That has been the case for a long time, but the

effects were masked during the economic boom of the 1990's. Now, with the recession, the irrationality of that approach is exposed." She explains that "as much as half the health-care dollar never reaches doctors and hospitals, but are instead skimmed off by private insurers, insurance brokers, disease-management and

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A Night at the Races...



A fine time was had by all at Bay Meadows race track on Friday evening, October 18, at the faculty social sponsored by the AFT and Academic Senates. More photos on page 8.

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San Mateo Community College
Federation of Teachers
AFT Local 1493, AFL-CIO

1700 W. Hillsdale Blvd.
San Mateo, CA 94402
(650) 574-6491
aft1493.org

Editor

Eric Brenner, Skyline, x 4177

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PRESIDENTS' PERSPECTIVES

Chancellor Issue Simmers as Health Care Crisis Starts to Burn

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



Mid-Semester Greetings!

We hope that you are enjoying your classes and that the increase on your paychecks is helping to soften the economic crunch. It's a tense time — with war drums beating in Washington and some amount of confusion and insecurity here in the District over the legality of Chancellor Galatolo's appointment.

The AFT is concerned about this issue, as many of you are. We feel that the correct procedures must be followed. We are waiting to see what the Board's decision will be after their confidential negotiations with the State Chancellor's office are completed. The questions about Title 5 — were all hiring procedures "in limbo" after the passage of Prop. 209 or were they "in place" until new procedures were written — remain unresolved. One of the union's deepest concerns is that if the Board decides to fight this battle in court, where will the money come from to pay the hundreds of thousands of dollars in legal fees? At a time when the colleges are being asked to make permanent cuts in programs in order to manage a two billion dollar budget deficit, the expenditure of district funds to take the State Chancellor's office to court may not be a fiscally responsible decision.

Reviewing Faculty Hiring Procedures

In this post 209 era, hiring procedures for faculty must also be re-

viewed and rewritten, and to this purpose a Faculty Hiring Task Force has been set-up with representatives from the Senate and the AFT meeting in the first phase to make initial recommendations. They will group with representatives from management, and this combined group will make recommendations to the Board. As of this writing, members of the Faculty Hiring Task Force have just been confirmed. Task force members from the Senate are: Connie Beringer (Skyline), Paul Roscelli (Cañada) and Ken Kennedy (CSM); from the AFT: Nina Floro (Skyline), Frank Young (Cañada) and Kate Motoyama (CSM). The time-line for completion of their task is some time during the Spring semester.

Health Care Costs Hitting Home

Another area of concern is the health benefits crisis that is gouging the country. Most of you have, no doubt, read articles or seen media coverage on this issue. You probably know that health providers have increased their fees by as much as 25% and that there have been even more consolidations of providers, giving us even fewer choices for our health needs. We will begin to feel the hit at the beginning of 2003 when the new costs will go into effect. Approximately one-third of the District's full-time faculty will be substantially over-cap starting in January. The union fought to raise the District's contribution to our benefits, and we were able to make a small amount of progress, but not nearly enough to bridge the gap. Remember: this is a national crisis. Everyone is feeling the effects. Please read the front-

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Defining Parity for Part Timers: With Increased Pay, Increased Responsibilities

Part-time faculty in community colleges across the state, including part-timers in our own district, are receiving increased raises funded from last year's \$57 million in ongoing part-time faculty equity money. That same amount has been included once again in the 2002-2003 state budget. That \$57 million annual figure, however, only covers part of the cost of establishing statewide equity. According to the guidelines attached to this funding, each district needs to come to an agreement with their bargaining agent on a definition of parity in order to take advantage of any additional funding that the legislature may provide in the future. A primary part of defining parity is setting the pro-rata percentage of a full-time instructors' pay at which part-time faculty should be paid. Before this year's allocation of part-time equity funds, the pay rates for part-time instructors in our district were at about 50% of full-time rates on a pro-rata basis. This percentage is certainly far below parity, but it will obviously increase as this year's and next year's equity funds

are allocated. The question is: what should the ultimate goal be for part-timers' pro-rata pay? And, as pro-rata pay is increased, should additional responsibilities be expected of part-time faculty?

To help answer these questions, it is instructive to look at the case of our neighboring district to the north, City College of San Francisco. AFT Local 2121, the CCSF AFT local, finds themselves in an interesting position. Having worked consistently on raising part-time salaries over the last ten years, CCSF's part-time pay scale was at 85% before last year's allocation of part-time equity funds. For this reason, as well as for solid philosophical and pedagogical reasons, the AFT leadership at CCSF is contemplating moving to 100% parity. The following excerpt from an article in their Union Action newsletter by AFT President, Allan Fisher, outlines the arguments motivating this precedent-setting policy. Although our district is currently clearly not in the same position as CCSF, future increases to our part-time salary scale may lead us to consider moving to 100% parity in coming years.

100% pro-rata pay would come with a reasonable expectation that part-time instructors perform additional non-teaching duties commensurate with their teaching load. We should work from the assumption that it is possible to achieve 100% pro-rata pay in the future, and that our goal should be to try to come to an agreement on what the responsibilities of part-time faculty should be in that context.

The union firmly believes that the benefits associated with achieving 100% pro-rata pay for part-timers far outweigh any of the concerns that have been expressed. Part-timers would feel more thoroughly integrated into the college community and would be more likely to participate in faculty planning and other committee work essential to the college. More part-timer involvement in curriculum development and committees would benefit students, departments, programs and the teaching environment. The increase in part-timer participa-

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Presidents' Column

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page article in this edition of *The Advocate* to learn more about this issue. It is becoming clearer and clearer that the only real solution is a single-payer system that guarantees universal health care. When you bemoan the cost of your health benefits, think about the over 40 million people in this country who have no health benefits at all. In fact, our part-time colleagues here in the SMCCD only receive a small stipend that partially reimburses them for their medical costs.

CFT Women's Conference

On an up note, two AFT activists, Katharine Harer and Nina

Floro, got a charge of inspiration at the 2002 CFT Women's Conference held in Los Angeles October 11-13. The conference, held annually, gives labor union women a chance to network, learn new skills and feel the strength of a community of women. We learned about conflict resolution (always a handy life-tool), issues around aging, faculty and classified interaction and estate planning, to name just a few of the offerings. A presentation by Quynh Nyugen, a National Organizing Director at APALA, an organization that reaches out to Asian and Pacific Islander workers, the least organized section of the labor force, was fascinating. We also heard from Gloria Johnson, a national leader of CLUW, Coalition of Labor Union Women, a true civil rights and human

rights activist. Next year we hope more SMCCD women will attend when the conference is held in northern California.

Plan to Apply for Sabbaticals

Finally, keep your eyes out for information on Sabbaticals, which we negotiated as a permanent program, one option under Professional Development. The Professional Development Committee Chairs will be sending out this information on each campus in the next few weeks to help prepare those of you who may want to apply for a sabbatical leave for Fall 2003. Applications will be submitted during the Spring of 2003 for either semester or full-year leaves for the academic year 2003-4. ■

Don't Forget to Vote Tuesday, November 5

Aside from the governor's race, there are many important issues on the November 5th ballot. We have provided summaries of three of the propositions that we feel are particularly relevant to faculty. Don't forget to vote! -ed.

Yes on Proposition 47: Kindergarten-University Public Education Facilities Bond

Proposition 47, the Kindergarten-University Public Education Facilities Bond Act of 2002, authorizes a \$13.05 billion bond to relieve overcrowding, make safety repairs, and upgrade California's elementary, middle and high schools, community colleges, and universities. It will deliver thousands of overdue school construction and repair projects without new taxes and it requires strict accountability for the proper expenditure of funds.

More Classrooms to Accommodate Growing Community College Enrollment

Almost 529,000 additional students are expected to enroll at community college campuses by the end of the decade. Prop. 47 will help build new classrooms and upgrade older buildings to meet earthquake and safety requirements to accommodate these deserving students. Prop. 47 will help modernize existing facilities and help build new lecture halls, laboratories, libraries and other academic facilities.

Many older schools are in dire need of repair and upgrading. Prop. 47 funds will fix leaky roofs, repair broken bathrooms, upgrade inadequate electrical and fire alarm systems, install heaters and air conditioning, improve earthquake safety. Prop. 47 will also wire classrooms for the technology and computers students need to meet academic standards and compete in the modern workforce.

Prop. 47 funds cannot be spent on bureaucracy or wasteful overhead. They can only be used for school construction. In addition, projects must comply with strict accountability requirements, including mandatory audits, to safeguard against waste and mismanagement.

Proposition 47 is supported by the California Federation of Teachers, California State PTA, California Teachers Association, California Taxpayers' Association, California Chamber of Commerce, League of Women Voters of California, Community College League of California, Faculty Association of California Community Colleges, Californians for Higher Education, California Building Industry Association, California Business Roundtable, Congress of California Seniors and local teachers across the state.

No on Proposition 49: Schwarzenegger's Plan Would Take \$ From Social Programs

Proposition 49 is really the kickoff of the "Arnold Schwarzenegger for governor" campaign. The action-adventure star put together this plan, which would earmark \$455 million to expand one particular after school program and guarantee its funding in the annual budget process. It sounds like a fine idea – but this initiative could hurt more children than it helps. It creates a permanent \$550 million a year "spending contract" without providing any new revenues, further straining our state's already overburdened budget. So the \$455 million would have to come out of existing school funding, taking crucial money away from the classrooms to guarantee cash for programs that make Schwarzenegger sound like a child advocate. And the language of the measure actually allows the state to cut some of the existing before- and after-school grants, so some districts may wind up getting less money. In tough budget times, the spending mandated by Prop 49 will require hard choices: Increased taxes? Or cuts in other programs that impact children, such as health care, child protection, environmental protection, or social services?

Yes on Proposition 52: Election Day Voter Registration

Proposition 52, Election Day Voter Registration (EDVR) is a common sense initiative on the November ballot which will increase voter turnout while safeguarding against voter fraud. To register to vote on Election Day, Prop 52 will require a valid CA Drivers License or two other valid forms of identification proving the voter is voting in the correct polling place. EDVR is a move that is responsive to the voter---increasing the number of voices participating. When more people vote, we build a healthier state, and a more responsive government.

Election Day Voter Registration is a simple reform that would increase voter participation by removing roadblocks to increased turnout while implementing stiffer penalties for election fraud. It will ensure that voters who go the polls are properly registered and have multiple forms of identification to prove their eligibility. An independent study by political scientists at Cal-Tech and MIT found that EDVR:

- will significantly increase voter turnout in California.
- will enhance election security.
- does not benefit one political party over another.
- works well in the states that currently use it.

New AFT 1493 Leaders Introduce Themselves

Three of our new AFT 1493 Executive Committee members--Ernie Rodriguez, Vice President, and Teeka James and Yaping Li, CSM Chapter Co-Chairs--were asked to briefly introduce themselves to district faculty. Below are their introductions. Please feel free to contact them if you have any questions or concerns related to any union or academic issues. -ed.

Teeka James CSM Chapter Co-Chair

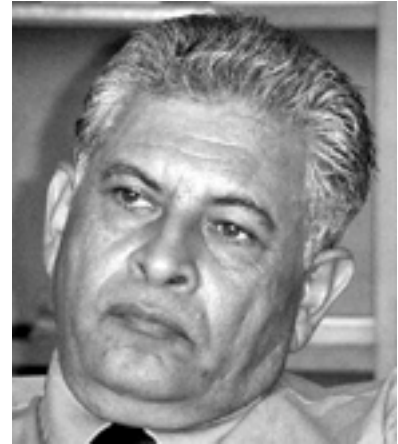


Before being hired full time at CSM in 1997, I taught English for five years part time in multiple districts in the Bay Area (including ours). As CSM co-chapter chair, I hope to help improve communication in the union, ensuring all voices have their say.

I decided to get involved in the union because I wanted to stop being a Monday-morning quarterback for the union, and instead funnel my energy towards improving working conditions for part-time and full-time faculty. I have tremendous respect for unions and the debt we all owe to the hard-won fights of workers of the last two centuries: the eight-hour work day, the five-day work week, health benefits, paid vacations--so many things we consider ourselves entitled to today. As basic as these bottom lines seem, it always strikes me that, without vigilance, these rights can erode. Just think of how many of us already work seven days each week, schlepping home paperwork that non-teaching obligations prevented us from completing during the 45 or 50 hours we put in during the work week. Just think of how the State continues to cut back on our options for health insurance coverage, and how over half our colleagues aren't even provided with adequate health insurance, even though they contribute equally to the education of thousands of California community college students, albeit across multiple colleges.

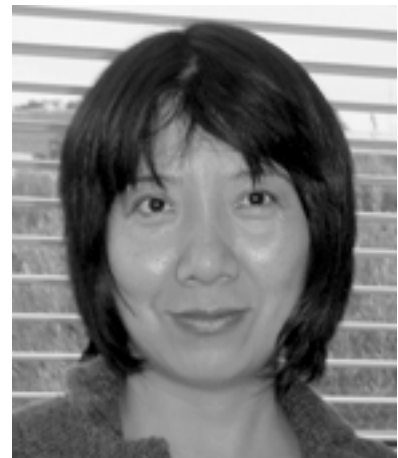
Although I have not been active in a labor union before, I have worked with community activist organizations over the years, struggling for peace and social justice at home and abroad. As with movements for social change, a labor union is only as strong as its membership is united; I hope ours can continue to build strength as more diverse voices become involved.

Ernie Rodriguez Vice President



I have been employed as a full-time faculty member in the District since 1971. I originally entered the District as an EOPS counselor at Cañada College. I have also taught in the Psychology Department. Since 1981, I served as College Psychologist at Cañada and Coordinated the Office of Psychological Services and Psychological Disabilities programs. In this capacity, I founded the nationally recognized, award winning Stepping Stones program for young adults with psychological disabilities. Currently, I am working at the District Office on a special assignment to assist in developing a model for delivery of psychological services and services to students with psychological disabilities in the district. I have an M.A. in psychology from San Francisco State and Ph.D. in clinical psychology from the Wright Institute in Berkeley.

Yaping Li CSM Chapter Co-Chair



I was hired as a full time Speech Communication instructor after working part-time at CSM and Skyline College. I have served on many important committees: Governing Council, Scholarship Committee, Committee on Instruction, Enrollment Management Committee, tenure review committees and hiring committees. Through serving I have learned many important aspects of our district.

I decided to serve as Chapter Co-Chair for CSM because I strongly believe that AFT is a faculty union. It takes active participation from faculty to make our union strong. My goal is to help increase communication between faculty members and the Union and to act effectively as a liaison.

Why We Need a Single Payer Health Care System

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utilization-review companies, lawyers, consultants, billing agencies, information management firms and so on.

"What we need," writes Angell "is a national single-payer system that would eliminate unnecessary administrative costs, duplication and profits. In many ways, this would be tantamount to extending Medicare to the entire population. Medicare is, after all, a government-financed single-payer system embedded within our private, market-based system. It's by far the most efficient part of our health-care system, with overhead costs of less than 3 percent, and it covers virtually everyone over the age of 65. Medicare is not perfect, but it's the most popular part of the American health-care system.

"Many people believe a single-payer system is a good idea, but that we can't afford it. The truth is that we can no longer afford not to have such a system. We now spend more than \$5,000 a year on health care for each American - more than twice the average of other advanced countries. But nearly half that amount is wasted. We now pay for health care in multiple ways - through our paychecks, the prices of goods and services, taxes at all levels of government, and out-of-pocket fees. It makes more sense to pay only once, perhaps through a new tax on income earmarked for health care (in the same way Medicare is financed through payroll taxes).

"A single-payer system is not socialized medicine. Although a new national program - like Medicare - would be publicly financed, the doctors and hospitals would not work for the government, but would remain private. Some fear onerous government regulations from a national payment system, but surely nothing could be more onerous for patients and providers than the multiple, intrusive regulations imposed on them by the private insurance industry today.

"We live in a country that tolerates enormous disparities in income, material possessions and social privilege. That may be inevitable in a free-market economy. But those disparities should not extend to essential services like education, clean water and air and protection from crime, all of which we already acknowledge are public responsibilities. The same should be true for medical care - particularly since we can well afford to provide it for everyone if we end the waste and profiteering of our market-based system."

Study Shows Single Payer System Makes Sense

Professor Angell's argument that we can, indeed, afford to pay for a single payer health care system is supported by the publication this past summer of a Harvard University study* that found that government health spending in the U.S. was higher than in any other industri-

alized nation. The study found that the government funded 60% of U.S. healthcare costs—far higher than was previously thought to be the case. As one of the researchers put it: "We pay for national health insurance but don't get it."

Dr. David Himmelstein, co-author of the study, put it like this: "Our study shows that universal coverage is affordable—without a big tax increase. Government already spends nearly enough, but its spending it wrong. National health insurance doesn't mean spending more; it means spending wisely....By slashing bureaucracy and drug prices we could save enough to cover all of the uninsured and improve coverage for the rest of us."

Unions Now Support a Single Payer System

The logic of the single-payer position is also starting to be understood by the U.S. labor movement. For example, on September 12, the Ohio AFL-CIO at its annual Convention unanimously passed a resolution* calling for national health care. The resolution noted that "every person residing or employed in the United States is entitled, as a matter of right, to accessible, affordable and quality health care." The resolution then resolves, "that the Ohio AFL-CIO continues to work towards the establishment of a national health care plan that provides quality, affordable health coverage to all people by supporting House Concurrent resolution 99, directing Congress to enact legislation providing for access to comprehensive health care for all Americans."

In fact, this past August 6, the AFL-CIO Executive Council produced its own Statement on Health Care*, which affirms: "The union movement believes that health care is a basic right. Now, as always, we are committed to the goal of universal coverage. Ultimately, there is no other way to avoid the recurring crises that leave millions uninsured, force millions more to forego needed treatments or receive them only at the expense of other basic life necessities, wreak havoc on families' economic and health security, fuel tensions in bargaining, and exacerbate the competitive disadvantages and uneven playing field confronting our employers."

The statement concludes eloquently: "The union movement must marshal its resources for a renewed all-out assault to end the current health care crisis and to put the nation on a course toward guaranteed accessible, affordable, high-quality care for all. There is no institution in America better suited or better able to take on this task."

The CFT has been on record in support of a single payer health care system for many years. I would like to see the CFT renew its commitment to a single payer system with a resolution modeled on the Ohio document, and then take this resolution to the next convention of the California Labor Federation. If the California AFL-CIO were to put all of its resources behind a single payer ballot initiative (much like the initiative that was on the California ballot in 1994, but then unfortunately minus the support of most of the organized California

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Did Chancellor's E-Mail Squash the Compressed Calendar?

A letter--reprinted below-- from two faculty members to the CSM Calendar Committee raises a question we thought should be brought to all faculty's attention. -ed.

Dear CSM Calendar Committee members,

By now, you have probably seen the Chancellor's September 6 email message to all faculty and staff, in which he discusses the current status of the compressed calendar issue. Our sense from his note is that the issue has been left in limbo. Despite saying that a compressed calendar may have real potential for our District, he then says that he is putting further action and District-wide discussion of the issue on hold.

We are concerned that this decision seems to have been made outside of the committee and then handed down from above, and that there is no clear timeline for resuming the committee's work.

Regardless of your particular position on the compressed calendar, if you are uncomfortable with the way in which this decision seems to have been made, and with the absence of any specific timeline for a "return to this challenging and demanding task," please let us know.

Thanks so much,

Anne Stafford

David Laderman

Parity for Part-Timers: More Pay & Responsibilities

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tion in faculty planning and committee work would reduce stress on over-burdened full-time faculty and increase communication and collegiality in the departments. The increased pay should also improve part-timer morale, and in some cases reduce the stress and necessity associated with being a freeway flyer working two or more jobs. With a greater participation of part-timers in college affairs, they would be evaluated as full-timers are, including their professional contributions and efforts to keep current in their discipline. Furthermore, 100% pro-rata pay would eliminate any economic incentive for the district to over-rely on part-time faculty and therefore, would encourage the hiring of more full-timers and fewer part-timers.

Among the concerns expressed about adopting the goal of 100% parity is that some part-timers do not want to partake in added responsibilities. However, since part-timers teach a limited load, their non-teaching responsibilities would be proportionate to their teaching hours and therefore likely to be manageable. Furthermore, many

part-timers are already showing their commitment to the college by performing a variety of non-teaching duties. Of course, there would need to be some flexibility to allow part-timers to contribute to their CCSF commitment without jeopardizing other essential outside obligations.

Another concern that is sometimes raised is that part-timers who are experts in their field or industry and who are valuable to the department may refuse to participate in non-teaching responsibilities. It is suggested that perhaps in such cases these instructors' professional contributions could be recognized in some other way. We are all professionals and should be encouraged to participate in the activities required to make CCSF the best possible educational experience.

If you have any thoughts on this issue please, contact the AFT office at x 6491, or, better yet, send your thoughts to The Advocate editor, Eric Brenner at: brenner@smccd.net

Single Payer Health Care System

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labor movement), there is no doubt that California could become the first state in the nation to achieve a single payer health care system for all of its residents.

And think of all of the other kinds of things that AFT could then begin serious negotiations on, once the ever-increasing costs of health care coverage were taken off the table forever!

**The complete text of all of the publications cited in this article are available on the AFT 1493 website: aft1493.org*

CPFA Conference on: Defining the Professional Expectations of Part-time and Full-time Faculty

A Faculty Conference for Part-time and Full-time Faculty Leadership from Academic Senates and Faculty Unions, and Others Interested in the Highest Quality Future for the Calif. Community Colleges

De Anza College—November 16th, 9:30am to 4pm

Morning Session: A Discussion of the Academic and Professional Issues Raised by Defining Parity of Full-time and Part-time Faculty Work.

Afternoon Session: A More Concrete Discussion of Issues Raised by Current Education Code and Budget Structures

Early registration Fee: \$20.00 by Nov. 5—\$25 at door (831) 336-0940

Social Scenes

Scenes from the faculty social at Bay Meadows race track on Friday evening, October 18, included presentations to Kate Motoyama (top right) for her leadership as District Academic Senate President last year and to Joaquin Rivera (top left below) for his role as AFT 1493 Chief Negotiator. The social was sponsored by the AFT and Academic Senates and was attended by close to 100 people.



SABBATICALS ARE BACK! START PLANNING NOW!

Due date for the next round of applications will be February 1, 2003. Materials will be available through your division dean in the next couple of weeks. Application forms and other materials will also be available on the AFT website: aft1493.org