

Board Votes to Sue Over Chancellor Issue; AFT Urges Trustees to Settle Dispute

At the beginning of their November 20 meeting, our District Board of Trustees announced that they had just decided in closed session to sue California Community College Chancellor Tom Nussbaum, and the California Community College Board of Governors (BOG). The issue in dispute is the procedures used in hiring Ron Galatolo as the District Chancellor in January of this year.

Bay Area Legislators Push for Compromise

The action came as a surprise given that the BOG had heard testimony from both sides in this dispute at a November 12 meeting, and had decided not to make a final decision until their next meeting in January, 2003. In fact, it is our understanding that three members of the Bay Area delegation to the California Legislature—Senators Byron Sher and Jackie Speier, and Assemblymember Joe Simitian—had written letters to the BOG urging that a decision not be made at the November meeting, and asking that a compromise solution be worked out by all parties prior to the January BOG meeting.

Ironically, shortly after Board of Trustees President Richard Holoher announced the decision to file the lawsuit, Tom Sullivan, Vice-President of the Skyline Academic Senate, took the floor to read a Skyline Senate resolution that urged the Board to be fiscally prudent and not spend public funds to litigate the dispute with the State Chancellor's office.

It was later revealed that, before voting to sue the BOG, the Board had received, and rejected, a compromise proposal from state Chancellor Nussbaum which outlined two settlement options. The first option was to allow Ron Galatolo to complete his current four-year term as

District Chancellor. At the end of the term our District would open the position and conduct a search for a new Chancellor. The second option proposed that our District voluntarily agree to a \$300,000 penalty in reduced state aid (which could be spread over three years), in which case the BOG

This potentially very costly decision comes as we are being told to "reorganize" in order to deal with the District's \$2.1 million deficit.

would allow Galatolo to remain as our permanent Chancellor and the matter would be closed.

Our Trustees, then, made the decision to litigate rather than to either agree to Nussbaum's first offer or to try to continue to work for any other compromise settlement which would not include a financial penalty levied against the District. President Holoher has admitted that he does not know how much the litigation will cost the District, but it would seem likely to be in the hundreds of thousands of dollars. This decision has come at a time when we are daily hearing news reports about major budget cuts being planned by Governor Davis and attempts to "suspend" Proposition 98 funding of California community colleges. We are also now being told by the administration in the District that we must "reorganize" in order to deal with a \$2.1 million deficit. What will this mean

concretely? Will this mean layoffs of part-time faculty? Will fewer full-time positions be filled? Will more classes be cancelled?

AFT Opposes Litigation

On November 27, AFT 1493's Executive Committee voted in support of the following positions:

1. The SMCCCD Board of Trustees must not file suit or take any other legal action against the State Chancellor or the Board of Governors.
2. The SMCCCD Board of Trustees should accept the best compromise settlement offer from the State Chancellor's Office which does not include a financial penalty levied against the District.
3. The State BOG and the District should continue to work toward a settlement of this dispute.
4. AFT Local 1493 supports the Resolution adopted by the Skyline Academic Senate and presented at the November 20th Board meeting.
5. There should always be faculty involvement in the hiring of educational administrators. This is a fundamental point that should have been followed when the Board first hired Chancellor Galatolo.

We also believe that the Board should give a full explanation to all district staff of their rationale for deciding to litigate and we encourage faculty members to express their opinions on the Board's actions directly to the Trustees.

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PRESIDENTS' PERSPECTIVES

**Sabbaticals for Full Timers;
Parity for Part Timers**

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



By the time you read this, you will be finishing out the semester and looking forward to a well-deserved rest and period of renewal. We hope your time away, when it comes, is relaxing. Speaking of time away, we want to remind you that Sabbaticals are back, negotiated as a permanent option of our Professional Development Program. Full-time faculty will be able to apply for a semester or year-long sabbatical leave to begin during the next academic year, 2003-04. Applications must be submitted by the beginning of February 2003. You should all have received a two-sided yellow flyer describing the program, with deadlines, guidelines, etc. If you missed it in the slough of paper in your mailbox, call the AFT office (X6491) or an AFT rep on your campus to get a copy.

Defining Parity

Most of you are aware of the struggle your AFT negotiating team fought, and won, last semester over the correct and legal use of state-mandated part-time funds. While this was an absolutely essential victory for the 700+ part-time faculty in our district, the struggle for part-time equity isn't over. We have been meeting with the district this past semester to determine a definition of part-time *parity*, something each community college district must do in order to continue to receive state funding for part-time faculty equity.

We must define in exact terms what a part-timer's responsibilities (e.g. instruction, office hours, committee work, prep, etc.) should be when he/she reaches parity with a full-time position, and we must agree on the exact percentage of a full-timer's salary that would constitute parity in our district. At CCSF, they are working toward 100% parity. The figures we have been projecting are somewhat less as we are so far away from 100%; we are currently at approximately 50% parity.

Who's Getting Paid for Office Hours?

However, our efforts to reach an agreement have hit a wall, the same wall we always come up against whenever we talk about the issue of paying part-time faculty for office hours. The District refuses to discuss parity until we agree with their position that part-time faculty are currently being compensated for office hours. The District has consistently held the position that they already pay part-timers to hold office hours because of a side-letter agreement from twelve years ago that put extra money into the hourly salary schedule to help close the gap in salary between full- and part-time faculty. The side letter also stated that "hourly faculty teaching six or fewer hours per week shall be expected to keep one office hour per week for each three hours of instruction". The union's position is that the side-letter is no longer in effect as it was never incorporated into subsequent contracts.

To compound the issue, the district has been receiving a partial reimbursement from the state for many years that is precisely for part-time office hours. Under this program, the State reimburses the

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Two AFT 1493 Part Timers Reps. Introduce Themselves

We asked two of our new Part Timer Reps.-- Skyline Rep. **Norman Prince** and CSM Rep. **Victoria Clinton**--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.

Norman Prince

I have been an adjunct professor at Skyline since 1988, teaching reading and basic skills. I also design and teach



workshops and tutor GMAT, GRE, SAT, etc., verbal, math, logic, and writing. Previously, I taught photography at CCSF.

Having virtually never had health insurance, job or housing security, or any assurance of being financially able to retire, I empathize with the large number of colleagues whose coverages, benefits and security range from inadequate to non-existent.

Victoria Clinton

I graduated from CSM, and then transferred to San Jose State University, where I earned a Masters degree. For your amusement, my degrees are in anthropology, archaeology, painting, art history, and education.



I started teaching in 1973, coming to CSM in 1977 as a classified employee, then as an adjunct faculty member and classified employee in

the Business Division. I have taught business math, accounting, legal secretarial, and microcomputer courses. I am currently teaching the administrative courses for medical offices, and acting as coordinator and advisor for the Medical Assisting Department.

I decided to serve as an AFT rep for part-timers in order to become active in contract negotiations. I served as the Part Timers' representative on the AFT Negotiating Team during the last round of negotiations and I will continue to serve on the Negotiating Team in the parity negotiations now under way.

I hope to clearly communicate to adjuncts our district's policies in the above areas of concern and how these policies compare with those of the "Bay Area 10". My further hope is that this comparison will enable the union to negotiate decent benefits and security, comparable to those of the top districts.

I have heard too many talented, dedicated colleagues mention that

they cannot continue teaching at Skyline due to lack of adequate health coverage, wages, affordable housing, job security and/or retirement benefits. This needs to change. The most academically successful bay area district should justly compensate and treat fairly those making a major contribution to its success. Retaining experienced, caring faculty would increase retention of students.

Presidents' Column

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District for up to 50% of the District's expenses for part-time office hours. According to data that the District has presented to AFT, for the 2000-01 academic year, the District filed a claim with the State for the amount of \$624,399 and they received \$301,301. According to the District's claim to the State, they are paying part-time faculty members a little over \$51 for every office hour. Assuming that the side letter was still in effect (which is the basis of the District's argument as to why they can file their claim with the State), if you compute the amount of extra money for "office hours" derived from the side-letter it would

come to about \$22 per office hour for a part-timer on Step 10, clearly a figure quite different from the \$51 they are claiming to the State. Where is all this money going? Clearly not to pay for what it was intended to. Our next step will be to ask a state-appointed mediator to sit in on the parity negotiations to try to resolve this problem. If you have thoughts about this, especially if you are a part-time instructor, please communicate them to *The Advocate*.

CFT Opposes War in Iraq

From the little wars to the big ones... The California Federation of Teachers (CFT) passed an important resolution on September 22 expressing strong opposition to the looming war with Iraq. If you would like to

read the entire resolution, go to the CFT website at: cft.org.

Who Needs Child Care?

And a final note — faculty members at Skyline have been talking to us about the need for an expanded child care center so that faculty who are expanding their families, or plan to, will have a place to bring their children. This would obviously be an incentive for prospective faculty and staff who are thinking about working in our district, not to mention for our students whose childcare needs may not be met by existing facilities. Is this an issue that concerns you? Are there childcare needs at CSM and/or Canada? Let us know!

Cañada Instructor, Diane LeBow, Visits Afghanistan

by Diane LeBow, Cañada

Now that I'm retired from 32 years in the SMCCD, I figured I was ready to visit Afghanistan. With the Taliban pushed from power and a new interim government working to rebuild the country, I wanted to see for myself what the situation was like there and learn what I could do to help.

A Generation With No Formal Education

I knew that there was a whole generation of girls and women who were totally forbidden any education under the Taliban and, similarly, a generation of young men who knew nothing but Pakistan-organized madras education—memorization of the Koran—and how to kill and hate (especially women and non-Muslims). On the other hand, I had met significant numbers of Afghan men and women who had been doctors, professors, engineers, and other professionals or were in the midst of their education when the Taliban took over. Many of these people escaped, for example to Iran or Pakistan, and had continued their studies. Some are now returning to Afghanistan.

This past September, when I was invited to join a non-governmental human rights delegation from Global Exchange for a two-week visit to Kabul and the surrounding areas, I signed up. I flew via Frankfurt and Dubai to Kabul. The FBI retained some of my colleagues who were on a different flight from mine for more than nine hours at Newark Airport because, although they are U.S. citizens, some of them have Afghan surnames.

"They don't have to drop bombs on us"

While in Afghanistan, I interviewed various people involved in education, governmental ministries, radio, television, film, women's and humanitarian organizations. Instead of my visit to Afghanistan being a hardship or risk, as some American friends seem to feel, I found that it was a privilege for me. I learned so much about the dignity and strength of the human spirit, how good humor and optimism goes a long way. One of my new friends in Kabul, Tareq, said to me, "Why does everyone pick on Afghani-

stan? We are merchants and businesspeople. If they want something we have, all they have to do is talk with us and we'll do business with them. They don't have to drop bombs on us."

Even though I travel extensively, I was never in a war zone before. There were a few things to get used to. As we left the Kabul Airport, my driver said, "Don't worry that there is no seat belt," as he saw me searching along the side of the seat. "I drive slowly." With that, he floored it, and we raced up the wrong side of the divided street against the oncoming traffic. There are no traffic rules or stop lights in Afghanistan. Traffic when it moves, like spilled milk, goes

anywhere there is a space. My driver Nabil's technique suits the general sense of lawlessness in the air.

In Afghanistan, I experienced the expected horrors and devastation, but something else as well. Whole areas of Kabul and villages in the surrounding countryside are bombed out wrecks of former homes, stores, and even palaces. Burned skeletons of buses lie stacked one on top of another around the devas-

tated former public transportation center. The ubiquitous blue burqaed women as well as orphaned children begged at the windows of our van and when I walked through the streets. Men with no legs, mine victims, negotiated along on a sort of skateboard amongst the traffic, pleading for "baksheesh," some money.

"We can reconstruct them"

At the same time, industriousness and ingenuity are apparent everywhere. In areas of Kabul, as well as in surrounding villages, piles of freshly cut poplar logs, a fast growing tree, are being used for rebuilding. During visits to Kabul Radio and Television, the staff showed us how they had concealed their precious archives of tapes and film inside panels of the ceilings or plastered up doors, so the Taliban couldn't find them. Now everything was out in the open again and being broadcast. When the Director of the Kabul Museum showed me room after room of statues



Diane LeBow, left, on the street in Kabul, Afghanistan

smashed by the Taliban, he and his staff assured us that, with international help, “We can reconstruct them.”

We purchased a few hundred dollars worth of electrical supplies and helped get the lights back on in the Kabul University library reading room where we saw students hunched over books in the darkened rooms. Every department at the University needs international assistance. The music department needs instruments. The Fine Arts department wrote out a prioritized list of supplies they needed. Before we left, we dropped off paper, paints, and clay.

On several different occasions, I spent time with the deans and faculty of the Fine Arts, Medicine, and Language/English departments. Like an oasis in the middle of Kabul, the University campus is lovely with lots of trees and enthusiastic students. I now have an appointment with the Kabul University English department whenever I can return, probably next September. Having someone with a Ph.D. on faculty would be a coup for them. The English department chairman said, “We had a fine department of more than thirty faculty but both the Soviets and the Taliban were particularly hard on the English faculty. They accused us of being CIA operatives. We’ve experienced a tremendous brain drain of our professors, mainly to the United States.”

The only texts they have for their English and literature students at the moment are tattered and yellowed xeroxed copies of UC texts from the early 1970’s. I am arranging for donations from several American publishing companies and have found a company in San Diego who ships books free to Kabul University.

At the National Archives, the director took me into a room where mounds of deliberately ripped canvases lay stacked. However, the establishment is reopened and they were hanging a show of recent paintings while we were there. At the University as well as the National Library, we examined cases displaying books that the Taliban shot through or shredded with knives.

A Teacher’s Paradise

I visited an orphanage that houses more than one thousand children but has no running water or functioning plumbing. Children make a game out of taking turns at a single hand pump in the schoolyard. A fifth grade class of orphaned girls sang for us: “Afghanistan, you are now my mother, and I must take care of you.”

Afghanistan is a teacher’s paradise. Eager learners, both girls and boys, pack schools, half of the students sitting on the floors, sharing the scarce books and writing on tattered

bits of chalk boards. “Please stay here and teach us. When are you coming back?” the students of Alfatha Girls School addressed me in excellent English. I visited the senior English class of this school of 6500 girls, grades 1-12, five years through mid-twenties. It was opened in March 2002 with both Afghan government and German NGO funding.

The 37-year-old principal, Mahgul Nawabi, ran underground schools for girls during the Taliban years when all girls were forbidden education. In many classrooms during my visit, I saw older women attending classes with much younger pupils, hoping to catch up on the years the Taliban denied them education.

Schools for the Deaf and for Street Children

I also visited a well-run school for the deaf, the first and only one in Afghanistan. The director developed the first system for signing in Farsi. “I try to help those who have been forgotten,” he told me. Another unique school is for street children. There are five such centers in Kabul, serving over 38,000 homeless children or children without functioning families. At these centers, the children spend a

few hours each day, are taught literacy and basic mathematics, have a meal and access to bathing facilities, and, perhaps most important, have friends they can count on.

I learned that if the international community—including the United States—doesn’t come through on its pledges for reconstructive aid—which so far it is not doing—not just humanitarian aid,

such as food and blankets, the Afghanistan rebirth will fall back into a black hole.

Consider teaching at the University or one of the schools, even for a short period of time, as they desperately need teachers at all levels and in all subjects. Credentials or degrees are not really an issue. Various universities around the world, as well as in the United States, are “adopting” and assisting specific faculty within Kabul University. Perhaps, some folks in the SMCCD would like to pitch in here, especially with art and music resources, as well as others. Some kind of “Sister”—ok—“Sibling”—college approach?

Diane LeBow was the first woman hired in the Cañada English department in 1968, when the college was founded. She has served as AFT President, and has developed and run among the first women’s studies, reentry, and women’s center programs at a community college in the U.S. She is now in the final year of her post-retirement contract, traveling, and writing about her adventures.



Students at Alfatha Girls School

AFT 1493 Drafts Resolution in Support of Single Payer Health Care to Be Submitted to CFT Convention

The Advocate received considerable positive response from faculty to last month's front page article "Skyrocketing Health Care Costs Prompts Push for Single Payer System." This has led leaders of our Local to draft the following resolution to be submitted for consideration at the next Convention of the California Federation of Teachers, which will be held in San Francisco in March. The resolution language is still only a draft version, as the Local has requested that other AFT locals consider co-sponsoring the resolution with our Local. Thus, there may be some additions or other changes to the text. With this resolution, AFT Local 1493 is proposing that a bold initiative be undertaken by the labor movement to organize and lead a campaign for fundamental reform of our health care system in the state of California. The resolution is being published in *The Advocate* for the information of the faculty in this district.

CFT Resolution: HEALTH CARE FOR ALL to be submitted by AFT Local 1493

WHEREAS, every person residing or employed in California is entitled, as a matter of right, to accessible, affordable and quality health care; and

WHEREAS, health care is not a product or commodity, but a fundamental human right of all citizens and residents of California, without regard to sex, age, race, income, place of employment or any other circumstance; and

WHEREAS, health care premiums increased an average of 11% in 2001 and are projected to increase by 14% or more in 2002. Double digit increases in overall premiums are expected to continue for several more years; and

WHEREAS, state and local governments are caught between major revenue shortfalls and escalating health care costs for their employees as well as for Medicaid and other public program recipients. Health care providers such as hospitals, clinics and nursing homes are caught between higher health care costs for their employees and reimbursements which all too often do not cover their real costs; and

WHEREAS, public and private employers try to shift the cost increase onto employees and retirees who are hit especially hard with thousands losing health care coverage at a time in their lives when they are most in need of coverage; and

WHEREAS, it is estimated that the complex and redundant bureaucracy arising from the existence of multiple, for-profit insurance plans, each with its own distinct program of coverage and benefits, its own costly administra-

tive and executive structure, and its own system of processing managed care approvals and payment of benefits and/or reimbursements, wastes up to 30% of medical coverage premiums paid for by employers and private citizens; resources that have been handed back to employers from the wages of workers to cover higher health care costs, or that could be used to provide benefits; and

WHEREAS, the World Health Organization ranks the United States 37th in the world in the overall quality of health care behind such nations as Colombia Cyprus, Saudi Arabia, Morocco and Costa Rica; and

WHEREAS, a growing number of Californians, including doctors and medical professionals and advocates such as Physicians for a National Health Program; California Nurses Association; political leaders; city councils and county commissions, and trade unionists and local unions have called upon the California Legislature to act without delay to pass publicly funded universal health care for all Californians; and

WHEREAS, the Bush Administration and Congress have walked away from any effort at fundamental health care reform; and

WHEREAS, the CFT recognizes that there is a growing crisis in health care in the United States, manifested by massive layoffs, a steep increase in premiums, co-payments and deductibles, and the closing of many health care facilities serving low-to-middle income residents, thereby, constituting a need for swift action.

THEREFORE BE IT RESOLVED, that the CFT 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; and

BE IT FURTHER RESOLVED, that the CFT in collaboration with the California Federation of Labor will urge Congress to consider proposals for a single-payer, publicly-funded, not-for-profit health plan; and

BE IT FURTHER RESOLVED, that the CFT will urge the California Federation of Labor to make health care reform a central issue in the 2004 elections by calling upon the California Legislature to act without delay, to pass publicly funded universal health care guaranteeing coverage for all Californians; and

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 Federation of Labor to initiate a movement with health care activists and others to place on the 2004 California ballot a Universal Health Care For All Initiative.

Where Do Your Union Dues Go?

by Dan Kaplan, AFT 1493 Executive Secretary

The chart below presents a graphic look at the expenses of AFT Local 1493 for the year that ended December 31, 2001. The data that was used in the construction of this chart (done by long-time CSM Economics Instructor John Kirk) comes from the professional audit that the Local has done each year. We are presenting it to the readership of *The Advocate* in answer to the frequently asked question: "What does AFT do with the money that it receives from union dues and agency fees?"

43 Cents of Every Dollar Stays with the Local

The first thing to note is that \$0.43 of every dollar spent by our Local stays with the Local. At the same time, \$0.04 of every dollar goes to the San Mateo Central Labor Council (AFL-CIO), \$0.18 of every dollar goes to the national American Federation of Teachers (AFT) and \$0.36 of every dollar goes to the California Federation of Teachers (CFT). For every \$0.36 we send to the CFT, however, our Local receives \$0.13 back through the CFT's "formula funded" rebate program that pays part of the salary of our Local's executive secretary.

Thus, ultimately almost 45% of our expenses go to our affiliation fees to the various organizations that we belong to, what are called the per capitas. This amount is comparable to per capitas paid by other locals of the CFT. Why are we affiliated with these different organizations?

AFT Local 1493 believes that it is important to be part of a national teachers union, the AFT. The AFT has a team of lobbyists in Washington, D.C. that works for progressive education-related legislation. Its leaders are involved in every important national commission on education. It produces for educators a myriad of publications, including its monthly community college newspaper, *On Campus*, and its quarterly journal, *American Educator*. Our Local regularly sends representatives to attend various AFT Higher Education conferences.

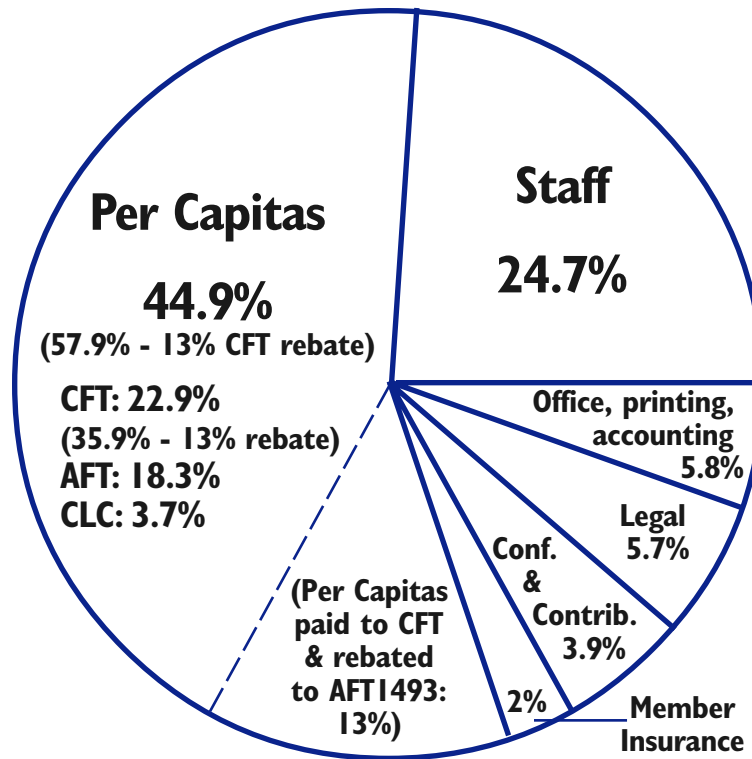
We also believe that it is important to be part of a state-wide organization of teachers. The CFT is a federation of all of the AFT locals in the state, and represents

nearly 100,000 public education employees. Regular publications include the *California Teacher* and the *Community College Perspective*. The CFT also effectively represents the interests of teachers and public education in Sacramento. Our Local sends representatives to the CFT Convention each year to give direction to the state organization's leaders and to help determine our statewide legislative priorities.

Finally, we believe it is important to maintain a relationship to the organized labor movement through our affiliation with the San Mateo Central Labor Council, which in turn is affiliated with the California Federation of Labor. The AFT is proud to be affiliated with the organized labor movement because the AFL-CIO has traditionally supported educators. A little known fact is that the advent of public education in the U.S. would have been greatly delayed were it not for the unremitting struggle by unions to

bring children out of the factories and fields and into the care of schools. The California Labor Federation is the statewide body of the AFL-CIO and represents over one million workers. The CLF provides a good part of the clout in Sacramento that helps our CFT lobbyists to be an important voice for public education.

As the chart also makes clear, the Local spent around 25% of its expenses to pay for the salaries of the staff that work for AFT in the district: our Executive Secretary and Office support staff. In 2001, the Local also spent around 6% on office



supplies, printing costs, and accounting costs.

An important point to note is that our legal expenses—this past year around 6% of total expenses—have been much greater in the not-to-distant past. And you can never predict what the (near?) future might entail in terms of new legal expenses!

The Local spent almost 4% of expenses to enable members of our AFT Local to participate in various conferences and meetings, and to make small contributions in support of various efforts related to education.

Finally, in 2001 the Local paid 2% of our expenses on the \$1 million professional liability insurance that we purchase for all faculty in the District who are members of AFT.

So that's where all the money goes.

San Mateo County Times Columnist Takes Swipe at AFT 1493, Then Paper Won't Print AFT's Response

In an October 22 San Mateo County Times column by John Horgan, entitled "Opposing view", Horgan wrote: "Significantly, the local district's chapter of the American Federation of Teachers has taken no position on the Galatolo matter. That may be because he was instrumental in securing a 13 percent pay hike for the district's AFT membership not long ago." At the request of AFT Local 1493's Executive Committee, Co-President Katharine Harer wrote the following letter to the Editor of the San Mateo Times. The letter was never published as requested, nor have we ever received any kind of response from Mr. Horgan, even though he was emailed a copy of the letter. -ed.

October 29, 2002

Editor
San Mateo County Times

Dear Editor,

As Co-President of the San Mateo Community College Federation of Teachers, AFT Local 1493, I want to respond to comments made by John Horgan in his column of October 22 concerning the faculty union's role in the continuing controversy over the Board's appointment of Chancellor Ron Galatolo. Mr. Horgan makes the statement that the fact that the AFT has taken no official position "on the Galatolo matter... may be because he was instrumental in securing a 13 percent pay hike for the district's AFT membership..." Mr. Horgan either has a bad memory or he is intentionally twisting the facts.

It is surprising that Mr. Horgan doesn't seem to remember what he, himself, wrote about in another one of his union-baiting columns last spring when he misrepresented the struggle of the AFT with Galatolo over the District's proposed illegal use of state funds targeted

for part-time instructors. At that time, the AFT negotiating team had reached "impasse" over this issue and it was only through the help of a state-appointed mediator in the eleventh hour of negotiations that we were able to force the district to use these funds correctly and, at the same time, lock in a 13% raise over three years for full-time faculty. And, by the way, all faculty received this much-deserved raise, not only AFT members.

In fact, all employees in the district received the same salary increase. Why? Because the Chancellor is so generous? No. Because our district's employees are so grossly underpaid. Faculty salaries are still, even after this raise, in the bottom third of the Bay 10 colleges. The AFT does not owe Chancellor Galatolo anything. We fought for this salary settlement. It was not a gift from the Chancellor.

We have not taken an official position on the hiring issue because all of the facts are not in yet. We are waiting to see what the State Chancellor's office and the Board of Trustees decide to do. We have publicly voiced our concern about the potential expenditure of funds for legal fees if the Board decides to fight this out in court. We have joined many of our faculty colleagues in the Academic Senate to voice our concerns about the importance of following the correct procedures. At this point, our lack of an official position does not imply that we support the Chancellor's appointment. I hope I have been able to clear up some of the twists and turns Mr. Horgan has, once again, applied to the facts.

Sincerely,

Katharine Harer
Co-President, AFT 1493
Member of the AFT Negotiating Team

FACULTY ACHIEVEMENTS

This new column, "Faculty Achievements", will highlight special accomplishments performed by faculty in our district. We would appreciate hearing from faculty about any achievements you or your colleagues have accomplished so that we may include them in upcoming "Faculty Achievements" columns. -ed.

Zelte Crawford (CSM, ethnic studies) coordinated "Black Cops in the Black Community : Myths and Reality," a panel discussion, held on November 7 at CSM, that included African American police officers from the Bay Area, Southern California and Seattle. The San Francisco and Palo Alto Police Departments assisted with the event.

Cathleen Kennedy (CSM, CIS) recently presented a paper, "Formative Evaluation of an Online Teaching Strategy: Using Mixed Methods to Learn From the Student Experience," at the American Evaluation Association meeting in Washington, D.C.

Kate Motoyama (CSM, speech) has been appointed to the Relations with Local Senates Committee for the 2002-03 academic year by the Academic Senate for California Community Colleges.

Masao Suzuki (Skyline, economics) published "Selective Immigration and Ethnic Economic Achievement: Japanese Americans before World War II," in *Explorations in Economic History*, volume 39, pages 254-281 (July 2002).