

AFT-endorsed candidates win Board election

We did it again! As you already know, our three endorsed candidates to the Board of Trustees, Dave Mandelkern, Patricia Miljanich and Karen Schwarz, were elected on November 4. We should all feel very proud of our accomplishment and happy that we will continue to have people on the Board that are willing to listen to our concerns.

This was, in fact, a very competitive election and our involvement greatly affected the outcome. This is important not only because we elected three people whose ideas are generally aligned with ours. We also were able to defeat a well-financed candidate who spent over \$40,000 and whose ideas to "improve" our district included increasing class size and more use of distance education to "control costs." In addition to contributing \$2,000 to each endorsed candidate, together with the Building and Construction Trades Council and AFSCME we sent out a brochure to more than 30,000 frequent voters throughout the county urging them to support our endorsed candidates. We have received very positive feedback on our brochure and have

been told by many community members that it made a difference in the way they voted. Thanks to all of you who contributed to COPE. Your support helped us win this election.

Our accomplishment in this election clearly shows what political organizing can do. Since our Local started its Committee on Political Education (COPE) to build a war chest to get our candidates elected to the Board, everyone but one of our endorsed candidates have been elected. During this time we have successfully transformed the Board from one dominated by people that would not listen to us to one much

more receptive and supportive of our needs. Every one of the current Board members have been endorsed by us, and after the results of this election, this will continue to be the case for at least the next two years. The results of this election prove once again that we are a strong political force in this county.

To all of you who have been contributing to COPE during all these years, thanks again; your contribution has made a big difference. To those of you who are not yet part of COPE, please join today and help ensure our future political strength. □

Faculty's top priorities: higher pay & lower health costs

Other leading issues in AFT's negotiations survey include necessity leave, faculty load credit, retirement incentives & class size

*by Joaquin Rivera, AFT 1493
Co-President & Chief Negotiator*

As you all know, we are in the final year of our three-year contract. This means that the whole contract will be open for renegotiation. To help us in preparing our proposals we recently asked faculty to fill out two surveys telling us their priorities and ideas. I want to thank all of the faculty members who took the time to give us your ideas. This input is extremely important to us and allows us to continue to represent your interests effectively.

After analyzing the surveys, we found that the two top priorities were increasing compensation and raising the cap for medical benefits. Concern was expressed over and over again about the fact that the cost of the medical plans has increased at a much faster rate than the cap (the amount the district contributes), forcing most faculty members to pay a lot of money out of pocket. Many faculty members also raised the issue that despite the raises we received during the past three years, our salaries are still not among the top in the Bay Area.

Some of the other top priorities include:

- modify the personal necessity leave requirements

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Halloween Trick: Part Timer Equity



Equity week events October 27th - 31st caused some howls. See page 4 for more.

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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

Editorial Board

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kaplan@smccd.net



PRESIDENTS' PERSPECTIVES

Board election success; now on to negotiations & budget issues

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



Congratulations are in order to Karen Schwarz, Pat Miljanich and Dave Mandelkern, the three candidates endorsed by the AFT, who were victorious in the SMCCCD Board of Trustees election on November 4th. It is a very positive sign for future relations between the District and faculty that the two incumbents, Schwarz and Miljanich, and new Board member, Mandelkern, will be representing our district. As we prepare for new contract negotiations during this period of severe budget deficits, a faculty-friendly Board who will listen to its teachers and take our issues seriously is a necessity if we are going to move forward on a wide range of issues — from salary and benefits' needs, to class size maximums and teaching loads, to policies and working conditions around distance learning — to name just few of the concerns faculty have raised.

Ending balance \$ goes to colleges to add classes?

In the last *Advocate* we asked some pertinent questions about ending balances, which at the start of the fall semester were reported to be in triple digits at the three colleges. Given the hundreds of class sections cut from the schedule forcing record numbers of students away from our doors, and the serious impact on part-time instructors who either lost sections or entire teaching assign-

ments, we were concerned about where this "extra" money would go. We've since found out that Chancellor Galatolo's policy is to give the Presidents and VPs at each of the colleges the decision-making authority regarding how these funds are used. It is our understanding that the bulk of the money has been "reinvested", adding back class sections taught by part-time faculty and, to a lesser extent, limited funds were applied to programs that had been cut to the bone. The AFT feels strongly that, whenever possible, faculty should be involved in this decision-making process, and the details of these decisions at each campus should be communicated to faculty, students and staff. We encourage you to talk to your administration, either through your Senate or on your own, to ask that a full accounting of these decisions be made public to your entire college community.

State Cuts Lead to Huge Enrollment Drops

From a larger perspective, the California community college system is one of the most underfunded in the nation. We're still waiting to see what our new Governor, *the Kindergarten Cop*, will do about resuscitating education in the state. In case you haven't seen these figures, an *S.F. Chronicle* article on November 5, 2003 stated the following: "California's community colleges have lost about 90,700 students over the past year — a 5.3 percent enrollment drop...City College of San Francisco's enrollment dropped 2.1 percent, Contra Costa ... 11.9 percent, Peralta...5.1 percent, College of Marin...4.5 percent and **San Mateo...dropped 7 percent.**" A recent memo from the State Chancellor's office reports that:

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Presidents' Perspectives

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"...this fall, with additional budget cuts, the system has estimated that the number of students now being denied access exceeds **170,000**. In more budget news, there are rumors about mid-year funding cuts to UCs and CSUs but K-12 and community colleges may be spared, according to Tom Nussbaum, State Chancellor. Because General Fund revenue is running stronger than previously expected, the Legislative Analyst's Office estimates that the minimum guarantee under Proposition 98 may be \$1 billion higher than previously forecast. At the same time, the CFT and many other community college advocates are fighting for our fair share of the Prop. 98 split with K-12 districts. Our share should be closer to the statutory level of 10.93% than to the 10.2% level over the last few years. In the 2003-04 budget, the community college share is only 9.6%.

No corporate bookstores

Returning to our own backyard, the question of privatization of our college bookstores has not gone away. In fact, last spring when the Senate and the union heard that the District had sent out a "Request for Proposals" responded to by Barnes & Noble and Follett's corporations, which operate bookstores on a number of college campuses, as well as by our current bookstore management, we asked that the faculty be given more input into the decision of whether to go with privatization. As a result, a District committee was formed representing all constituencies. They have been meeting to review the RFPs as well as to look at other relevant data. Senate appointees on this committee are: Karen Olesen at Canada, Tom Diskin at CSM, and Jim Bowsher and Nick Kapp at Skyline. Forums have been held at CSM and Canada, and one is scheduled for December 3rd at Skyline. Additionally, a survey is being prepared that will be available online to solicit faculty input. Ulti-

mately, the committee will recommend to the Chancellor and the Board the future direction of the bookstore. The committee plans to invite all proposed bookstore companies to a Q & A session in early February 2004.

The AFT's position on this issue is clear: we do not support "outsourcing" or privatization of services on our campuses. There are labor rights as well as quality of service issues that result from privatizing services and bringing in large corporations to replace independent, local providers. We want to see our current independent bookstores given the financial support and decision-making authority that they need in order to make our bookstores up-to-date and efficient. We believe that with financial support and direction, working in collaboration with our current bookstore management, we can solve any problems that we have experienced in the past and we will avoid corporatization.

Health costs increasingly cut into employees income

On a final note, see the article on page 1 about the results of the contract negotiation surveys. We will be compiling an initial proposal to the District over the next period and appreciate all of your ideas and input. Be aware that ongoing increases in the costs of benefits will put enormous pressures on the negotiations process. Each year since the early 90's, benefits' costs to employers have increased in the double-digits; this year the estimate is a more than 14% increase. PERS has already dropped many plans because they are too costly, and most of us in the District have either been funneled into Blue Shield or have stuck with Kaiser. This January, faculty members with one dependent covered by the health insurance will have to pay at least \$43.84 per month out of pocket while members with two or more dependents will have to pay at least \$227 per month. The national picture reflects a similar situation — shrinking choices, higher deductibles and battles between workers and employers as employers try to shift more

of the costs onto working people, thus lowering even further the purchasing power of our paychecks.

This situation will escalate as long as employer-sponsored health insurance remains the norm in this country. The obvious solution is to move to a single-payer health care system such as exists in Canada and Great Britain. Canadians spend \$1600 per person annually for health care compared to about \$6000 per U.S. resident. According to the *New England Journal of Medicine*, administrative costs make up 31 percent of the total health-care costs in the U.S. compared to 1.3 percent in Canada. The AFT negotiations team will be working to contain the costs to faculty of benefits' increases, but keep in mind that this issue is bigger than our district — just this month 70,000 supermarket workers went out on strike in Southern California to protest proposed cuts to benefits. □

Faculty Survey Results

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- improve the faculty load credit allocations in several areas
- negotiate the 2 + 2 retirement incentive
- improve the post-retirement provisions in the contract
- eliminate the two hours per day requirement on campus
- reduce class size

For part-time faculty, in addition to improving compensation and medical benefits, other priorities include: pay for office hours and class preparation, strengthening seniority and priority for full-time jobs.

We will use your input to prepare our initial proposals. These will be presented to the AFT Executive Committee for their input and approval. We will then have another series of campus forums to share with you these proposals and to solicit your input one last time before they are formally presented to the District. Stay tuned. □

Wide range of activities during Equity Week raise awareness of part timers' conditions

by Jenny Saarloos, Skyline

At Skyline, maintenance workers in a white truck sported equity pins and exclaimed that all teachers deserve benefits. At tables near the flagpole, instructors informed the college community about teachers' working conditions. Students wore pins, filled out part-timer appreciation notes, and watched a new documentary in the cafeteria. Similar activities took place at CSM and Cañada.



Sui Yuen, Chip Chandler, Joan Connors, Jenny Saarloos, Lucia Lachmayr and Maryjane Datson (left to right) were among Skyline faculty staffing information tables during Equity Week



Skyline part timer Jenny Saarloos sets up video showing of documentary on part timers' working conditions

On Friday, at DeAnza College, at the Northern California Regional Equity event (hosted by COCAL, the Coalition of Contingent Academic Labor) City College of San Francisco Chancellor Phillip Day explained that equity for part-timers was not only morally correct, but that it was even cost efficient for the College. Assemblywoman Sally Leiter recommended that part-timers visit their legislators and write to them about their working conditions. Students were also encouraged to visit and write their legislators about the effects of budget cuts on their education. We were reminded that the squeaky wheel is the one that gets the oil.

Our campus community is united: administration, staff, students and faculty believe in the importance of our educational mission. There are many actions we can take to continue to let our voices be heard. We all need to plan to be in Sacramento for the next March in March. We must encourage students to take this action and work it into our curriculum. Thanks for the equity week support and see you in Sacramento! □



A panel of speakers at the Northern California Regional Equity conference at DeAnza College on Friday, October 31 included CCSF Chancellor Phillip Day, Assemblywoman Sally Leiter and Foothill-DeAnza Chancellor Martha Kanter.

Students express admiration for part time teachers

Throughout Equity Week, students came to information tables at Cañada, CSM and Skyline and wrote brief thoughts about their part time instructors and the conditions under which they teach. Below are some excerpts from a variety of the students' comments. -ed.

I appreciate my part-time teacher's work and I am appalled that they don't get the rights and benefits they deserve for their hard work.

Teachers go through so many years of schooling to be able to impart, to teach and to share with us. They should have all benefits. What would life be without them? They should be highly appreciated.

Our chemistry part-time teacher is a great teacher and is very patient. They won't give her full time, but she deserves it.

I appreciate my part-time instructor. He is fun, he makes the class enjoyable. He is the best teacher I've had.

I appreciate the effort they put into teaching and the fact that they don't give up on the battle of equality for teachers.

My part-time teacher is the best! She always explains everything very well. I suck at math, but she makes me feel more confident.

They give more for less. They do the same amount of work as other teachers yet they don't get what they deserve.

I appreciate the way they take their time to explain to their students, and they don't care if they don't get paid for extra students. They just want to help.



Students at Cañada wrote their comments about part time teachers during Equity Week activities

I appreciated the way my part-time teachers spend the extra time to help their students. When students know their teachers care and are more than willing to help them, they become more confident in their abilities to get a good grade.

My part-time teacher puts a lot of effort towards his class. I think he should be appreciated like the full-time teachers.

They are enthusiastic beside a lack of benefits. They are aware of the poor budget of California but they enjoy teaching.

I think my math teacher is one of the best teachers. He teaches very well and I have learned a lot from him. I think he should get a full-time job because he is an excellent teacher and he deserves it. □



Part time instructor Roxanne Morgan presents an Equity Week trick or treat message



An attendee at the Northern California Regional Equity conference at DeAnza College

In whose interest is U.S. foreign policy being advanced?

AFT 1493ers attend national conference of labor unions against war in Iraq

by Katharine Harer, AFT 1493 Co-President

"At what point does silence become complicity and ignorance become culpability?" When you hear this question, what's the first thing that comes to mind? Nazi Germany? The relocation of Japanese-Americans during World War II? You fill in the blank.

Bill Fletcher, Executive Director of TransAfrica and labor activist, began his keynote address at the U.S. Labor Against the War (USLAW) Assembly last month with this question. He followed it with another: "Our children will ask us: 'Why did you not do anything about the atrocities in your name?'" He was, of course, speaking about our government's current occupation of Iraq and its "Permanent War" on terrorism. Fletcher made a strong case for labor's involvement in speaking up for justice for all people. In his view, the labor movement

"...should be the voice of the dispossessed, not just the defender of whoever is already organized."

Foreign policy affects working people at home

Founded just after the U.S. declared war on Iraq, USLAW has been endorsed by growing numbers of labor unions and community organizations across the nation, including AFT 1493. The connections between U.S. foreign policy and the struggles of workers in this country were underlined time and time again at the three-day assembly in Chicago, hosted by the local teamsters' union. AFT 1493 Co-President, Katharine Harer, and Executive Secretary, Dan Kaplan, were proud to be among the over 200 participants representing over 100 organizations from across the country participating in the Labor Assembly Against the War in Chicago. Over 20 AFT members, representing more than 15 AFT Locals were among the attendees.

Another question posed by Fletcher echoed through the teamsters' union hall: "In whose interest is U.S. foreign policy being advanced?" The answer overwhelmingly was:

this war and occupation are not in the interest of American working people who are suffering on a number of levels — from the economic downturn exacted by the gross expenditure of funds to support the war and occupation; from the erosion of civil and workers' rights due to the U.S. Patriot Act and other policies and legislation enacted in the name of national security; from escalating public debt and decreased economic, social and personal security. And the list goes on...

Labor delegation returns from Iraq

The Assembly heard from two members of a labor

delegation that had just returned from Iraq: Clarence Thomas, member of the Executive Board of ILWU Local 10 (based in San Francisco) and David Bacon, freelance journalist and member of the National Writers' Union. Thomas spoke about the "life-changing" nature of this trip where he learned about the

conditions facing Iraqi workers. With unemployment at 70% and factories and workplaces suffering from dangerously substandard conditions, Thomas told the Assembly that the law that Sadaam Hussein passed in 1987 making unions illegal has been maintained by the U.S. occupation force in Iraq! He said that organizing for workers' rights is perceived as an act of terror in U.S.-occupied Iraq. According to Thomas, "The Coalition Authority is not interested in democracy or workers' rights but wants to make Iraq conducive to privatization." Bacon showed a series of slides of workers and work sites; one shot stands out in my mind in which machine parts in a factory are being held together with twine.

Military families speak about poor treatment of U.S. troops in Iraq

Some of the most important work of the Assembly took place in smaller task-force meetings on topics such as: Defending immigrants and communities of color; Defending social programs and the public sector; Defending civil liber-

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The California Federation of Teachers delegation to the U.S. Labor Against the War conference included AFT 1493 Co-President Katharine Harer (front row, 2nd from left) and Executive Secretary Dan Kaplan (back row, at right)

AFTers attend labor anti-war conference

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ties and labor rights in the U.S.; Promoting education on war and the economy; and Supporting vets and military families. I attended the task force on vets and military families where two mothers spoke about the situations of their sons in Iraq. They spoke about the frustrating postponements of their return to the U.S., about the exorbitant price of phone calls home, about the fear, the low morale among the troops, and the neglectful treatment of wounded reservists when they are shipped back to the U.S. As I listened to the parents of soldiers and the veterans of war, I kept thinking about many of our students — just a class or a paycheck away from the volunteer army of the poor fighting in Iraq.

Mission Statement emphasizes policies in the interests of working people

The Assembly drafted and endorsed a Mission Statement that underscores the principle of protecting the lives and livelihoods of working people *everywhere* and the commitment to advocate, educate and mobilize in the U.S. labor movement against the policies of the U.S. government. The Mission Statement calls for the following:

- A just foreign policy that will bring genuine security and prosperity to U.S. working people
- An end to U.S occupation of foreign countries
- Redirecting the nation's resources from inflated military spending to meeting the needs of working families for health care, education, a clean environment, housing and a decent standard of living
- Supporting our troops and their families by bringing the troops home now
- Protecting workers' rights, civil rights, civil liberties and the rights of immigrants
- Forging solidarity with workers and their organizations around the world

As the military and economic occupation of Iraq continues and the numbers of dead and wounded stack up, it's more imperative than ever that people around the world speak out against U.S. foreign policy. While the Bush administration enacts tax cuts for the wealthy and legislates loop-holes for corporations, American working people face



Freelance journalist David Bacon, who just returned from Iraq, showed slides of working conditions in Iraq, including this factory in which machine parts are held together with twine



This shot by Bacon shows Iraqi policemen defending themselves against an angry crowd of unemployed workers (now over 70% of the Iraqi population)

domestic chaos — a crumbling economy, unemployment, a broken health-care system, devastating cuts to education and social services and veteran's benefits... This list, too, goes on. "We're plunging into a world of chaos, a world of ruin." But the eloquent Bill Fletcher followed this dire assertion with an affirmation: "U.S. Labor Against the War has opened up a path for redemption." □

Skyline faculty present concerns for contract negotiations

On October 23 there was a second meeting of Skyline faculty to solicit feedback on issues of concern that should be addressed in the next round of contract negotiations with the District. Many more faculty attended this second meeting at Skyline than were able to participate in the first meeting held on October 1.

Among the many issues of concern discussed were the following:

Science faculty and librarians want the load issue to be addressed. The status of the Counseling Task Force was raised in the discussion. There was concern expressed about the decreasing number of counselors in the District. There have been no new hires in years. A desire to get rid of the 10 days requirement was mentioned.

The issue of benefits and salaries was another focus of the discussion. What should we ask for in negotiations this year in the context of an ongoing state budget crisis? An Academic Senate leader asked why there continue to be salary raises for the top administrators in the District despite the budget crisis.

If a faculty member is transferred to another campus, it was suggested that all mileage should be paid by the District.

AFT was urged to attempt to compress the faculty salary

schedule to make it easier to get to the top of the schedule.

It was also suggested that AFT should be on the Board determining who will go into the new faculty housing. The Academic Senate has been asked to participate. AFT should also be on this Board as this is clearly a compensation issue.

Many faculty pointed out that productivity (or efficiency) increases—that is, adding more students to faculty classrooms—should equal salary increases.

It was suggested by several faculty members that AFT should do an analysis of faculty costs versus administrative costs per FTES.

Another issue raised in the discussion: Why can't faculty have childcare benefits for those with larger families available onsite at the colleges, the same as students now have? The question was asked: Is childcare based on income? Also, why not have extended care for the parents of faculty?

It was also noted that if AFT was able to successfully negotiate a salary increase in the next round of contract negotiations here, and no other Bay 10 districts were able to do so, then our standing in the Bay 10 would be improved, something that the administration here has committed themselves to achieving.

At the end of the meeting, several faculty members agreed to work with the AFT in providing statistical analysis of various issues. □

Need help paying for college?



UNION SPONSORED SCHOLARSHIPS

Raoul Teillet Scholarships

The California Federation of Teachers sponsors \$3000 & \$1000 scholarships to high school seniors and continuing college students who are dependents of CFT members.

www.cft.org
818-843-8226

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The California Labor Federation awards \$2000 scholarships to graduating high school seniors who are dependents of members of AFL-CIO unions in California.

www.calaborfed.org
510-663-4024

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www.aft.org
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Union Plus & AFT offer scholarships of \$500 to \$4000 to union members (and their spouses and dependents) who have one year of continuous union membership.

www.aft.org
www.unionplus.org

For more information on any of these scholarship programs, contact AFT 1493 at 650-574-6491