

National Conference in San Jose Sparks Part Timers' Campaign for Equity

by Paddy Moran, AFT 1493 Part-Time Faculty Coordinator



photo by Jeanne Angier

Editor's note:
The Advocate
is pleased to
announce that
Local 1493 has
selected Paddy

Moran to be our new Part-Time Faculty Coordinator. Paddy teaches at CSM in the Art Department. She also teaches at two other Bay Area community colleges. Among other things, Paddy will be writing for The Advocate on a regular basis about part-time faculty issues. You may contact her at paddyart@aol.com or through the AFT office (x6491).

"We are not always right when we speak out, but we are always wrong when we do not." - Jane Buck, President, AAUP (Keynote speaker, COCAL IV)

The fourth national Coalition of Contingent Academic Labor (COCAL IV) conference began on Friday afternoon, January 12 at San Jose City College. The conference, sponsored by the grass roots California Part-time Faculty Association, was an event that I was eagerly anticipating. I was not disappointed; when I entered the room on the first day of the three-day conference, there was a charge and energy present that did not dissipate for the entire time. Part-time and tenured faculty came from throughout the United States and Canada to address a common concern: the impact of the overuse of non-tenured faculty on higher education.

We were there in solidarity to

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96% of Faculty Approve New Contract 5.3% Increase; Sabbaticals; Part Timers' Medical Stipend...

by Joaquin Rivera, AFT 1493 Co-President

I want to thank you all for your overwhelming support of our work during the ratification vote on the contract. It felt very good that 96% of the faculty who voted cast a yes vote. I also want to thank you for your support and patience during this

long negotiations process. I want to summarize again some of the highlights of this contract and at the same time answer some of the questions that have surfaced.

Even though the state COLA was only 4.17% and our district is not growing we were able to negotiate a total compensation increase of 5.3% distributed as follows:

- A salary increase of 5.0% for all faculty retroactive to August 16, 2000 (look for the 5% increase on February paychecks and the retroactive amount on March paychecks)
- A medical cap increase from \$437 to \$490 per month retroactive to August 16, 2000, for full-time faculty (look for the increased cap on February paychecks and the retroactive amount on March paychecks)

SETTLEMENT HIGHLIGHTS

- A vision plan (Vision Service Plan, VSP, Plan C) for employee and dependents (including domestic partners) for full-time faculty that includes an examination, lenses and frame every 12 months. You must

use a VSP provider to take advantage of these benefits (if

in doubt, ask your provider if they take VSP before you order your lenses and frame). This plan will be effective March 1. The definition of domestic partners for the vision plan is the same as for the dental plan, it applies to both same-sex and opposite-sex domestic partners registered with the district office.

Sabbatical Program to Start

An "Extended Professional Development Leave Program" has been initiated for the academic year 2001-2002. This program will offer a limited number of one semester or full-year "sabbatical" leaves to full-time faculty who will be paid 80% of regular salary with full benefits and retirement credits. Faculty may use banked

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The Advocate is now available online at:

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the Advocate

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THE PRESIDENTS' PERSPECTIVES

With a New Contract in Place, Now on to Part Timer Equity, Hiring, Productivity...

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



photos by Janne Angier

Welcome back. We hope you had a restful winter break and that your semester is going well. By now you've all received a copy of the flyer describing the final settlement of this year's contract, you've voted overwhelmingly in favor, and you are awaiting your February paychecks when the 5% raise will become a reality. Remember that retroactive salary and medical over-cap amounts will be on your March paychecks. It feels good to have a new contract, at last, and there is a lot to celebrate this time around.

Several *new* programs were negotiated, including a full vision plan, the reinstatement of sabbatical leaves and an enhanced benefits package that provides essential services, such as mental health, vocational and substance abuse counseling. After a year of bargaining, your negotiating team may need all three! Thank you for your patience with the protracted process that was required this year to reach a settlement; thank you for your questions and concerns, and for your faith in us. For more details of the negotiated settlement, please see the article on page 1.

Pushing for Part-Timer Equity

Moving on: three members of our local, Katharine Harer, Dan Kaplan, and our new AFT Part-Time Faculty Coordinator, Paddy Moran, attended the COCAL 4 Conference in January. This truly exciting gathering drew

participants from all over the country and Canada to discuss hot issues concerning part-time college teachers, or as many prefer, "contingent labor." The point was made many times during the three day conference that "contingent laborers" in our educational institutions are akin to migrant laborers, hired and fired at a whim, traveling across counties and even states to eke out a sub-standard living, and given the smallest portion of the rights and remuneration of full-time faculty. The COCAL Conference made it clear that there is a serious and well-organized movement afoot in this country to change the conditions of "contingent laborers" in higher education. Please read Paddy's article on page 1 for a more complete description of this conference.

We will be doing our part to achieve equity for our enormous and hard-working contingent labor force in this district. Those of you who are full-timers and think that this doesn't affect you, the point was also made at the conference that the rights of full-time faculty are also eroding, an example of which is the attack against tenure. We need to join together, full-time and part-time faculty, to work for equity and fairness in our workplace.

AFT & Senate Propose Trust Committee on Hiring Policies

A couple of important issues to note: in response to concerns about recent irregularities in the hiring process in the district, the AFT has joined with the District Academic Senate in a resolution asking that the Trust Committee be reconvened to evaluate hiring processes and the use of approved policies and procedures. We're waiting to hear from the Chancellor on this request.

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Governor Proposes \$62 Million Toward Part Time Faculty Equity

In his initial state budget proposal for next year, Governor Davis last month proposed \$62 million to assist community college districts in making part-time faculty salaries more comparable to full-time salaries. The California Federation of Teachers' Community College Council (CCC) has long played a leading role in pushing for equity for part-timers; and in recent years part-timers have demonstrated, lobbied, and testified in legislative hearings, added their voices to local collective

bargaining, and grown more effective in organizing for themselves and their students. The governor's proposal provides support for the CCC's efforts, which convinced the state Community College Board of Governors to sign on to a three-year plan to fully close the pay gap between part-time and full-time faculty.

Other positives in the Governor's January budget were a 3.9+% COLA, a 3% growth funding, and \$7+ million to replenish and augment the part-time

faculty office hour fund.

In responding to Davis' proposal, CCC President Tom Tyner said: "The \$62 million is a great start. Of course, this spring we also have to build the legislative support and we need to work for a multi-year commitment to solve the problem."

For more details, you can view budget documents on the California Department of Finance's website -- <http://www.dof.ca.gov>.

French Connect with Our Local on Online Education Issues

AFT 1493's Conference on Online Education in October 1999 has led to a French connection — with the French National Union of Research and University Workers (of the Force Ouvriere union federation), which includes professors and lecturers. Because our Conference came to the attention of this French teachers' union, they asked our Executive Secretary, Dan Kaplan, for an interview, which was published in their newspaper that goes to all faculty in France. At the conclusion of his remarks, Dan commented: "At some point in the future, it would clearly be appropriate for all faculty unions now grappling with online education issues to convene an international conference

to compare different national experiences in order to develop a better understanding of how faculty from around the world should respond to the development of virtual education." A short time later, Dan received a letter from the General Secretary of the French teachers' union informing us that "Our executive committee has decided to answer positively" to his call for an international conference on online education! So Dan may be going to Paris to help organize a conference there similar to the one our local organized here not too long ago! In fact, the General Secretary of this French union, Olivier Fraysse, will be attending the CFT Convention in March to further

strengthen this new tie. Olivier teaches American Studies at the Sorbonne. It seems that the faculty in France have similar issues and concerns around online education.

TAX ALERT!

Several people have contacted us asking about the teacher tax credit that was passed as part of last year's budget. This tax credit is only for credentialed teachers teaching in the K-12 system (Revenue and Taxation code, section 17052.2). Unfortunately, community college faculty do not qualify for this tax credit (unless you also teach in K-12).

Presidents' Perspectives

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AFT Calls for Enrollment Management Task Force

Secondly, the AFT is calling for an Enrollment Management Task Force composed of faculty and staff leaders to meet with the district to discuss "productivity" concerns. The idea for a task force of this kind came from a State Academic Senate document that warns that without involvement from all constituencies, any productivity plans or enhancements that the administration puts into place may create

serious problems for faculty, staff and students. Look for more on our Task Force proposal in the next issue of *The Advocate*. In the meantime, if you experience any problems related to "productivity" measures in your department, please report them to the union so that we can document, and intervene, if appropriate.

A couple of final notes — in the fall we will begin buying release time for each of our Chapter Chairs so that we can operate more effectively at a grassroots level on each campus. And — thinking globally — our local has made a connection with the French

teachers' union that may bring some ground-breaking international wine and cheese sessions! Just joking — seriously, our October 1999 Online Education Conference made such a strong impression on members of a major French teachers' union that they have asked our Executive Secretary, Dan Kaplan, to help them organize a similar conference in France. One of their leaders will be attending the CFT Convention in March to further strengthen this new tie. See the "French Connect..." article above for a fuller description of this international connection.

National COCAL IV Conference Highlights Issues of Part Timers' Campaign for Equity

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change the erosion of higher education that has been in place since 1970. Richard Moser, Associate Secretary of the American Association of University Professors, explained that the period 1972-1977 "marked the first surge and greatest relative growth in the use of adjunct faculty." Mr. Moser explained this time as when corporate strategies such as the two or multi-tiered labor system and the cost-cutting corporate style of management entered higher education. (1) In 1970, part-time faculty comprised only 22% of the professorate, nationally. In 1995, the figure had risen to 41%. It is now 46%. (2) In California today, the state auditor reports that part-timers make up 67 percent of the community college teaching force.

How Higher Ed. Has Changed Since the "Golden Age"

Jane Buck, President, AAUP, in her keynote address on Saturday gave us a view of what it was like in the "golden age" of education:

"I started teaching in the golden age when faculty were professors, not information providers. Those whom we taught were, or pretended to be, students, not consumers or customers. Deans served as the conduit between the faculty and administration, not as managers and overseers. The top administrator was called a president, not a CEO.

Above all, the university's mission and identity were firmly grounded in the notion subscribed to by faculty and administration alike, that, in the words of the AAUP's 1940 Statement of Principles on Academic Freedom and Tenure, *'Institutions are conducted for the common good and not to further the interest of either the indi-*

vidual teacher or the institution as a whole.' Adjunct faculty occupied a small, but valuable niche, providing expertise in arcane or highly specialized areas not provided by the regular, full-time faculty. They were the local lawyer who taught one course per semester in real estate law to business majors, the psychiatrist who taught a graduate seminar in Jungian analysis, the college and university represented the best in society, not only intellectually, but morally, and the professorate was held in high esteem....even in corporate America, workers could expect the equivalent of tenure after a short probationary period. There was an expectation that, barring gross incompetence or malfeasance, jobs were secure. Employers owed their workers loyalty, and workers reciprocated in a mutually advantageous exchange.

Starting in the mid-seventies, the terms of the contract shifted. Corporations aggressively seeking greater and greater profits began to eliminate major portions of their workforce. Functions that had been performed by employees were turned over to independent contractors and temporary agencies. Corporate executives eventually found their way to university governing boards. They convinced academic administrators that this new, unproven, and inhumane organizational model was the wave of the future, not only for profit-seeking companies, but for the academy as well. The problem with faculty, of course, was that too many of them had tenure and could not easily be eliminated. Restructuring the curriculum by eliminating or combining programs and departments facilitated the removal of some academic personnel, but the pesky problem

of tenure persisted."

Tenured Positions Replaced by Part Timers

Jane Buck further stated that one of the ways used by the "corporate tacticians" to eliminate tenure was to replace tenure-eligible positions with contingent faculty. She concluded her address with the rallying cry to tenured faculty to join the struggle for professional and financial equity for their contingent colleagues...to inform the public, to write opinion pieces to news media, to develop effective ways to reach our lawmakers... that the public is best served when the fight continues for academic freedom, tenure, and shared governance

The growing reliance upon hourly instructors in higher education has caused extreme hardships in individuals' lives. Contingent instructors find themselves driving to and from multiple campuses to piece together a less than adequate income, knowing that they have no job security, often no health benefits and little participation in shared governance. These working conditions have a domino effect on tenured faculty who have extra work loads as more and more of their full-time colleagues aren't replaced.

Ghosts in the Classroom

The demoralization and the pain that is often felt by contingent faculty was poignantly expressed on the Friday afternoon and evening of the COCAL conference. Michael Dubson, editor of *Ghosts in the Classroom*, and an English instructor from Quincy, Massachusetts, said that his anger led him to put an ad out in "Poets and Writers" magazine that asked adjuncts to "tell me your horror stories." Mr. Dubson said that compiling 25 essays and one poem in his book was an act of healing for him. Michael said that too

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Conference Participants Push for Equity, Are Encouraged by Governor's Budget Proposal

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many people "just don't care" and that the profession he once so deeply believed in is not rewarded with job and financial security.

Degrees of Shame

Also highlighting hardships faced by adjunct faculty was Barbara Wolf's video, Degrees of Shame –Part-Time Faculty: Migrant Workers of the Information Economy. Wolf produced a video that made comparisons with Edward R. Murrow's Harvest of Shame. Murrow's documentary, which was produced in 1960, showed the working conditions and economic realities of migrant farm workers. Wolf's video points out a correlation between those least respected but absolutely vital workers in the agricultural industry and the contingent faculty work force in higher education. Some of the points made were that contingent faculty are also underpaid, work on a temporary basis and must migrate from job to job.

Keynote speakers Scott Wildman, author of Assembly Bill 420 and Senator John Vasconcellos, Chair of the Senate Education Committee, were both honored at the conference for their unwavering support of California's community colleges. They, along with Elaine Alquist, Chair of the Assembly Committee on Higher Education, and Linda Collins, President of the Academic Senate for California Community Colleges, welcomed conference attendees to California and encouraged their work for higher education.

Over 160 Activists from 45 Unions & Associations

The over 160 activists at the conference were supported by 45 faculty unions and professional associations. These included three big national academic unions—the American Associa-

tion of University Professors, the American Federation of Teachers, and the National Education Association. COCAL IV, meeting on the West Coast for the first time, drew members from 20 states and four Canadian provinces.

Governor's Budget Proposal Seen as a Big Step Forward

Attendees were excited and encouraged that, just days earlier, California Governor Gray Davis had moved to support part-time faculty in California's community colleges by including \$62 million in his 2001-02 state budget proposal. This money is specifically earmarked to reduce the inequity of part-time faculty compensation. (See story on page 3.) Chris Storer, Executive Chair of the California Part-time Faculty Association (CPFA) said, "It is becoming increasingly clear that the inequities under which non-tenure track faculty are employed are as damaging to our institutions and our students' education as they are to the lives of faculty members. Governor Davis' bold action signals a major shift in public policy priorities."

Participants Empowered, Strong Alliances Built

Participants, empowered by the strong coalition building that was taking place and the governor's support, made a unanimous decision to redouble outreach efforts to their own academic communities, to the public at large and public policy decision-makers.

By Sunday morning, Mary Ellen Goodwin, organizer of COCAL IV, had reason to feel very proud. Mary Ellen, who teaches at two community colleges and is the Director of Administration of the California Part-time Faculty Association, could see with the rest of us the strong alliances that were formed, the broad exchange of infor-

mation that had taken place and the firm commitment by all to work for change.

A National Movement in the Making

"It seems we're on the verge of a national movement, and we need one," said Cary Nelson, a full-time humanities professor at the University of Illinois at Urbana-Champaign. But this movement, he stressed, "is not just to better the working conditions of certain individuals. This is a movement to save higher education." (3)

When the Conference on Contingent Academic Labor was adjourned on Sunday afternoon at 2:00, a U.S./Canada Equity Week Steering Committee had been formed. This committee was established to plan concurrent actions across North America in the fall to heighten awareness and increase pressure for change. In addition to plans for "National Equity Week", the invitation to hold COCAL V in Montreal, Quebec, Canada was met with enthusiasm and unanimous support.

Notes

- (1) panel presentation "Why Full-time Faculty Should Support the Interests of Part-time Faculty, 1998 AAUP Connecticut Conference.
- (2) Jane Buck, President, AAUP
- (3) Chronicle of Higher Education, January 26, 2001

Governor's Budget Proposal Includes \$62 Million Toward Comparable Salaries for Part Time Faculty

See article, page 3

Faculty Overwhelmingly Approve New Contract; Many Significant Gains for Faculty

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time to cover the remaining 20%.

Standing Professional Development Committees on the three campuses will make selections. Part-time faculty will be used to replace full-time faculty on leave up to the 60% limit.

Faculty will have to apply by April for next year's leaves. Although the forms are not ready yet (we are working on them!) it is important that faculty interested in applying start thinking about possible projects. It is essential that we receive many outstanding proposals (even if not all of them can be funded) so we can show there is a strong interest in the program and get leverage to expand it in future years.

Gains for Part Timers

Some of the gains for part-time faculty are:

- Starting Spring, 2001 all part-time faculty teaching 40% or more will now qualify for the medical stipend reimbursement (previously the requirement was teaching 50% or more continuously for at least six semesters). For the Fall 2000 and Spring 2001 semesters, the stipend shall be \$388. All part-time faculty teaching 40% or more this semester qualify for this stipend. To be reimbursed for medical expenses you must furnish documentation (cancelled check, paid statement) showing that you have been paying health insurance during the Spring 2001. The request must be submitted by April 30 to the Division Dean at the College where you receive your paycheck. The Division Dean will forward the request to the Director of Human Resources for approval and processing of the reimbursement.

Starting July 1, 2001 the reimbursement will be equal to up to 50% of total actual costs, using funding made available from AB420.

- All part-time faculty will receive equal distribution of paychecks over the course of the semester; however,

this will not be in place until Spring semester 2002.

Task Force on Counselors' Issues To Be Established

A task-force will be set-up, composed of four AFT and four management appointees, to gather data, hold discussion sessions, draft contract language recommendations, and gather feedback from counselors concerning any proposed recommendations that might be forwarded to negotiations. It is our intent to appoint to this task force one counselor from each college and a faculty member who is not a counselor. The counselors from each college will recommend the names of at least one or two counselors they want to represent them in this task force. Any faculty member who is not a counselor and is interested in participating in this task force please let me know (x4159) as soon as possible. Members of this task force will be compensated for work outside the 175-day academic calendar.

Other Contract Improvements

In addition, other improvements to the contract include:

- Clarification that regular faculty will be expected to participate in flex day activities for five (5) hours per flex day.
- As of August 16, 2000, a new contract academic employee with no prior experience will be placed on Step 4 (instead of step 1). High school and college-level teaching experience as a regular faculty member will be recognized on a year-for-year basis up to six years, resulting in a maximum initial step placement at Step 10 (instead of step 6). The maximum initial step placement on the hourly academic employee salary schedule will be at Step 8
- Increase in the number of days faculty members can take for Personal Necessity Leaves from (six) 6 to seven

(7) days per year.

- A new appeal process to deal with unsafe working conditions impacting a unit member. In addition, new contract language that reads:

A Safety Committee shall be established on each campus and will include two (2) representatives appointed by AFT. A Campus Safety Committee will meet at least quarterly.

- Remove three-year sunset clause for Unit Banking (up until now this article has had a sunset clause every three years and both sides had to agree to an extension) and making this article subject to the grievance procedure.

- Addition of Domestic Partners to the definition of immediate family.

The new contract should be printed and distributed soon to all faculty. Read it and familiarize yourself with it as it spells out your rights as a faculty member. If you feel your contractual rights have been violated, please contact us immediately. In addition to negotiating the contract, it is also our responsibility to enforce it.

Again, thank you very much for your support. It is an honor and a pleasure to represent the wonderful faculty of the San Mateo County Community College District.

Faculty Input Needed on Academic Calendar

AFT would like to hear from all faculty who have ideas or thoughts to share concerning possible changes to the District's academic calendar. The Union would like input from a wide-range of faculty from across the spectrum. Because more faculty need to be involved in the calendar discussions now underway, AFT would also like to hear from faculty members who might be interested in serving on the Calendar Committee.