

PRESIDENTS' PERSPECTIVES

Negotiations progress at slow pace as AFT also deals with class size and extended class time issues

By Joaquin Rivera & Katharine Harer,
AFT 1493 Co-Presidents



Welcome back to —is it possible? — an even busier semester than ever. Your union has been working in a number of areas to represent your interests. First, we'll give you a current negotiations update, and then we'll tell you about a couple of fires we've been attempting to put out. We'll end with two pieces of good union news.

Negotiations Update

As you know, your union's initial proposal to the District for this academic year (2005-06) was a 7.5% raise, increase

the medical cap to \$650/month (Employee only), \$780/month (Employee + one) and \$1012/month (Employee + 2 or more), and the implementation of paid office hours for part-time faculty. The two teams met three times since the beginning of the fall semester during which the District did not bring anything to the table. At the beginning of the spring semester they came up with an initial offer. Hold onto your *Advocate*! The District's initial offer, which was approved by the Board of Trustees, was 0 on salaries, 0 on benefit increases and 0 for part-time office hours. 0 - 0 - 0. This is all the more stunning given that the COLA from the state

was 4.23% for 2005-06. Many faculty members have communicated their outrage, saying that it is "insulting", "shocking", and that it felt like they were "blowing us off".

As of our last bargaining session on February 8th, the District made a new offer to the AFT team. It's not much of an improvement: a 1.5% increase in total compensation (which includes salary PLUS benefits) for the current year and a 1% increase in total comp. for next year. Part time office hours were completely absent from the district's offer. Needless to say, this is not something we can accept. The District

claims that the state COLA of 4.23% for this year and 5.18% for next year are eaten up by expenses such as heating the campuses. We countered that our faculty need to heat their homes, and our PGE bills are outrageous! See John Kirk's report (page 3) from the District Budget Committee in which he discusses the \$9 million ending balance the District has been recording each year since 2001 and the \$4 million one-time monies they will receive for borrowed FTES and the recalcu-

lation of the base. We may be soliciting your help as we fight for a fair package — stay tuned!

Fighting Fires

Controlling class size

At the beginning of the semester the AFT was contacted when a dean misinterpreted the new MOU on class size and attempted to load a class to nearly 70 without compensating the instructor. Remember: there are



established class sizes for every class and changes in class size must be negotiated with the AFT. Faculty who voluntarily agree to teach classes of 70 or more students must now be paid additional weekly compensation (3 hours/week at the special rate for up to 94 students, with increasing hours for over 94.) A dean cannot get "creative" and go beyond your class maximums. Contract language must be followed exactly. Check the contract on the AFT website (AFT1493.org) to know your rights. If you are aware of any abuses of your working conditions around class size, call John Kirk, Chief Grievance Officer (x6386), Dan Kaplan, AFT Executive Secretary (x6491), or

continued on page 2

INSIDE THIS ISSUE

3 District financial picture looking very healthy

4 California community college ballot initiative launches

6 Open letter to AFT members

8 AFT questions District's plans to extend fall class times

9 New Cañada Chapter Co-Chairs step forward

**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, x4177

Editorial Board

Eric Brenner, Skyline, x4177
Dan Kaplan, x6491

Co-Presidents

Katharine Harer, Skyline, x4412
Joaquin Rivera, Skyline, x4159

Vice President

Ernie Rodriguez, CSM, x6640

Secretary

Kathleen Feinblum, Skyline, x4477

Treasurer

Dave Danielson, CSM, x6376

Chapter Chairs

Chip Chandler, Skyline, x4286
Rick Hough, Skyline, x4193
Teeka James, CSM, x6390
Yaping Li, CSM, x6338
Monica Malamud, x3442
Karen Olesen, Cañada, x3415

Executive Committee Reps.

Nina Floro, Skyline, x4414
Anne Nicholls, Cañada, x3293
John Searle, CSM, x6607
Suzanne Russell, CSM, x6363

Part-timers Reps.

Victoria Clinton, Cañada, x3392
Sandi Raeber, CSM, x6665

Chief Grievance Officer

John Kirk, CSM, x6386

Executive Secretary

Dan Kaplan, x6491
kaplan@smccd.net



Presidents' Column

continued from page 1

Joaquin Rivera, Chief Negotiator (x4159).

District wants to add time to fall classes

During the second week of classes faculty members began to contact the union to inform us that their deans were adding ten minutes to Tuesday/Thursday classes in the fall schedule and, in some instances, to daily classes as well. We were shocked. Although in a December bargaining session the District floated the idea of adding ten minutes to the length of some classes in order to capture more FTES, the union never approved it, and we were told that it was just in the discussion stage. We imagined that the Academic Senates would be involved in this discussion and that there would be plenty of input from faculty before anything happened.

After hearing about the deans' actions, we immediately contacted the District as well as the three Senate presidents. We found that the VPIs on all three campuses were working with deans to construct a fall 2006 schedule reflecting these additions of time to classes, but only one of the three Senates (Skyline) had been approached and had approved the plan.

When we met with District administrators on February 8 and pointed out that adding 10 minutes to Tu/Th classes would violate the contract, the District claimed that this was only meant to be a "plan" and they realized they would have to come up with a new idea. They also admitted that not enough consultation had taken place. Sadly, shared governance has taken another hit, but the good news is that the union and the Senates will work together to make sure there is sufficient consultation before any decisions are made. For a more complete explanation of the issues involved in the idea of extending class times to increase FTES, please see the article on page 9.

Growing leadership & union activism

New Chapter Chairs at Cañada

Karen Olesen and Monica Malamud have agreed to be AFT interim chapter Co-Chairs at Cañada. This is great news as we have been looking for a Chapter Chair for Cañada for some time. Cañada faculty: please welcome Karen and Monica as your AFT reps and talk to them when you have information, concerns or questions. It is vital that you let the union know when there may be problems or when you have questions regarding your rights and working conditions.

AFT Poster Project

Karen Olesen, new Cañada AFT Chapter Co-Chair and long-time faculty leader, has instigated a terrific project to create an AFT poster. She's working with art faculty and their students on a contest to come up with the best design, and once the poster is printed, it will go up on all three campuses. We've wanted to increase our visibility for a long time and, just as important, we've been working to involve more faculty members in union activities. Our current Executive Committee is smart and feisty, made up of hard-working colleagues. We need to continue to bring in new activists and new leaders and we're hoping that the new AFT 1493 poster will attract some of you to get more involved. The deadline for poster design is March 15th. Call Karen for details (x3415.)

Membership meetings

Please look at the schedule for EC/Membership meetings printed in the *Advocate* and try to attend a meeting on your campus. Everyone is welcome. You'll hear the inside scoop on a whole spectrum of issues and we'll even share our cookies! □

District financial picture looking very healthy

By John Kirk, AFT Chief Grievance Officer & District Budget Committee Rep.

At the end of this academic year, on June 30, 2006, the ending balance of the District is likely to be the highest in the history of the District. The ending balance is the total amount of money that was unspent during the academic year. Some of that money is encumbered (money that is carried over to the next year and earmarked to be spent for specific purposes), and some of that money is unencumbered (money that is carried over but is available for faculty and staff salaries, new classes or new programs, etc.).

During the past few years, the actual ending balance has been:

2001-2002	\$9,926,897
2002-2003	\$9,632,469
2003-2004	\$9,947,691
2004-2005	\$9,927,385

This year's ending balance should be higher because of the following new sources of money:

1. The District convinced the State Chancellor's office to retroactively recalculate our base revenue for the 2002-03 and the 2003-04 years. As a result, we will be receiving this year about an extra \$1 million.

2. The district decided to "borrow" 2,200 FTES (Full-Time Equivalent Students)¹ from the 2005 summer session and to apply those FTES to the 2004-05 year. As a result, the District estimates that we will receive an additional \$3 million this year. This money is technically "growth money" for 2004-05.²

3. Because enrollments were down in the state, the State Chancellor did not allocate \$27 million in basic skills money. As a result the \$27 million will be reallocated to the districts and our share is estimated to be about \$550,000.

4. There may be some additional state money allocated to each district from unspent growth money.

The Governor's Budget Proposal for 2006-07

The Governor's proposed budget for Community Colleges for next year looks promising:

- 5.18% Revenue COLA
- 3% for statewide growth
- CC share of Prop.98 is raised to 10.79% which is the highest it has been in many years (about \$1.2 million for our district)

- \$130 million in equalization money (this equates to about \$1 million for our district)

- No increase in student fees

The Governor's budget will be revised in May and then the final budget will be negotiated with the State legislature. So as things stand now, the District is in good financial shape.

During the next few months the AFT and the District will be in negotiations for a salary increase for this year. When negotiations are settled, faculty will receive a retroactive check for whatever raise is agreed upon.

¹ One FTES represents 525 class (contact) hours of student instruction/activity in credit and noncredit courses. Full-time equivalent student (FTES) is one of the workload measures used in the computation of State support for California community colleges.

² The actual FTES of the District fell in 2004-05 by 508 from 20,479 in 2003-04 to 19,970 in 2004-05. Since the State had money available for growth in 2004-05, the District decided to "borrow" 2,200 FTES from summer 2005 and retroactively apply it to our enrollment for 2004-05. As a result, we "grew" in 2004-05 and are entitled to addition growth money.

AFT questions District Resource Allocation Model

The following memo from AFT to the District Committee on Budget and Finance presents AFT's position on the Resource Allocation Model which has been endorsed by the District Shared Governance Council. The model will be used to allocate revenue to the colleges and to the District beginning in 2006-07.

AFT is willing to approve the Resource Allocation Model in its present form but with reservations.

Many faculty believe that the future financial well-being of the

District depends on increasing enrollment. To increase enrollment the District needs to allocate more of its scarce funds to enhance the curriculum and to hire more full-time faculty. We believe that funds should be allocated first to classroom instruction, second to support services and third to administration. Because of that belief, if cuts in the budget become necessary, those cuts should be made in the reverse order of the above priorities. In addition, the current Resource Allocation Model provides a

growth allocation to the District office when enrollments rise in the District. During our meetings, no evidence was provided to the committee that District Office costs rise directly with enrollments at the colleges.

We believe that the District has taken a huge risk in borrowing approximately 2,100 FTES from the summer of 2005. If that enrollment is not made up within two years, the District will be in serious financial trouble.

We hope this committee will closely monitor this model during the next two years and be ready to make changes if and when problems arise. □

State community college ballot initiative launches plans for signature campaign, Nov. ballot proposition

The Californians for Community Colleges, a joint advocacy effort of the Community College League of California, the Faculty Association of the California Community Colleges, the California Federation of Teachers, the Los Angeles Colleges Faculty Guild and the Los Rios College Federation of Teachers, is now working on a ballot measure for the November 2006 election. The three-pronged ballot measure would address Proposition 98, bilateral governance and student fees. Because changes to Proposition 98 require an amendment to the constitution, they must be placed before the voters.

Avoiding the Impending Proposition 98 Funding Crunch Due to Slowing K-12 Enrollment Growth

While the community college ballot measure addresses several issues of longstanding frustration to community college leaders, the primary reason for the ballot measure is the challenge faced within Proposition 98 funds. In 2004, community college leaders recognized that an impending decline in the rate of K-12 enrollment growth—a primary driver of the annual change in Proposition 98—would threaten the ability of community colleges to keep the doors open through the next ten years.

While K-12 enrollment growth will be slowing, or perhaps even declining, the Department of Finance estimates that community college enrollment will grow at a 2-3% annual rate through the next ten years. The calculation of Proposition 98, however, is based solely on inflation and the growth in K-12 enrollment.

If the Legislature and Governor continue to view Proposition 98 as a ceiling rather than a floor, this decline in K-12 enrollment growth—and corresponding slowing of growth in Proposition 98 funds—will directly threaten the ability of community colleges to meet basic needs.

Specifically, if changes are not made to the growth calculation of Proposition 98 and the Legislative Analyst's projections for Proposition 98 are correct, funding for community colleges will be \$300 million short by 2014-15, *assuming that nothing other than COLA and growth is funded over the next ten years and community colleges are provided the statutory guarantee of 10.93%*

The proposed solution is clear: We need to *establish a separate Proposition 98 guarantee for community colleges that grows annually with the existing Proposition 98 inflation factor and community college enrollment growth.*

Protecting Independent Bilateral Governance

Another reason to seek constitutional changes is the continued frustration the system has in ensuring independent governance of the community colleges. While UC and CSU both have the ability to make largely autonomous day-to-day decisions, the Chancellor of the California Community Colleges is required to take a lead from the Governor's Office, which appoints the senior level staff and proposes the annual staffing and administrative expenditure levels of the System Office.

Further, it is likely that there will be future threats against district governance such as SB 6 in 2003, which directly threatened the ability of locally elected trustees to provide policy guidance for their districts.

The proposed solution: *Establish the California Community Colleges in the constitution, securing bilateral governance and providing the System Office with autonomy similar to that of the California State University system.*

Reasonable Student Fees and Enrollment Management

The recent experience of student fee increases has again demonstrated the price sensitivity of California's community college students. It appears that the historic tendency that enrollment demand declines 0.7% for every 1.0% increase in student fees continues to be true. Thus, during a period when California's community colleges are widely expected to be growing significantly to address Tidal Wave II, college districts are actually finding that students have been dissuaded from attending to their educational needs. When fee levels are changed from an expected level, enrollment in the immediately following semester is highly unpredictable, affecting the number of courses taught and revenue received by the district.

Political leaders have a natural adversity to increasing student fees and have, at times, lowered them when the state was prosperous. In the history of community college student fees, which were established in 1984, legislators and the governor have avoided increasing fees until they believed it was absolutely necessary, and then increased the per unit rate significantly to "make up" for years in which the fee level was not changed. As with almost any product, this pricing model triggers the most adverse response to changes in fee levels, leading to significant enroll-

ment fluctuations.

The proposed solution: *Reduce fees to \$20 per unit and limit future fee increases to the lesser of the annual change in per capita personal income or 10%.*

Qualification

Many observers believe that the most important phase of a community college ballot measure is the qualification phase. To qualify a constitutional amendment—required for a change of Proposition 98—would require approximately 598,000 valid signatures.

With nearly two million Californians working in or attending a community college, it is possible that a significant number of valid signatures could be obtained through voluntary efforts on college campuses. However, previous campaigns show that the error rate and quantity of invalid signatures is significantly higher in volunteer efforts. Therefore, most strategists believe that a significant number of the qualifying signatures will need to come from a paid gathering effort averaging \$1.00 to \$1.50 per signature.



Californians for Community Colleges has identified a cost of qualification of \$1.1 million.

Winning

An initiative constitutional amendment requires a simple majority (50%) for approval. The cost of a campaign to persuade the voters to approve a ballot measure is based on two factors—the initial response of the voters to the measure's language and the level and resources of opposition to the measure.

The community college ballot measure has been carefully crafted to appeal to the voters and to avoid drawing opposition from organizations with significant resources that might otherwise campaign against it. Initial testing of the measure shows that 63% of the voters support the measure, and the level of support increases after voters hear the arguments for and against the measure. Thus, proponents of the measure believe that the voters are highly likely to approve the measure if there is little or no funded opposition.

However, if community college supporters raise over one million dollars to qualify the measure, they should also plan to raise the resources for the measure to succeed on Election Day. For this reason, Californians for Community Colleges is developing a plan to raise \$3 million for the persuasion phase of the campaign to ensure that the voters understand the ballot measure and support it.

District fundraising goals

Of the \$4 million that Californians for Community Colleges hopes to raise for the ballot measure, local district leaders will be asked to raise \$2.5 million. This includes the critical \$1.1 million needed to qualify the measure. District fundraising targets are set based on credit enrollment, with a goal for the qualification phase (March 2006) and for the persuasion phase (September 2006). The San Mateo CCD has been asked to raise \$30,000 by March and then another \$20,000 by next September.

As *Sacramento Bee* columnist Dan Walters wrote in a recent piece on the proposed Community College Initiative: "Community colleges handle the vast majority of students seeking post-high school education, including transfers to four-year colleges, and are especially critical to the aspirations of low-income students. They also provide the vocational training and remedial classes that the K-12 schools now tend to ignore. And they do it on shoestring financing from the state coffers and local property owners, thus giving taxpayers a huge bang for their buck... Why should community colleges be denied a guaranteed share of the pie? Why should they be left naked as one of the few remaining major categories of state spending without protection?"

Clearly, the voters will vote YES on this initiative if it is properly explained to them. That requires that we do a good job of educating the public on what this initiative is about. And that requires that we raise the needed money to do this job properly. To that end, faculty, classified staff, and the administration need to immediately get involved and work together to make this Community College Initiative campaign a success. □

Volunteers will be needed very soon to help with petitioning, distribution and other activities in this important campaign. Please call the AFT office at x6491 to help out or for more information.

An open letter to members of AFT 1493

I have been a member of this union since I was hired as a full-time faculty member at Cañada College in 1969. I served as treasurer and as a member of the EC for several years. During the turbulent years of the 70s and 80s, I marched, demonstrated, picketed, and boycotted on behalf of our union.

More than a year ago I sent an open letter to the EC and questioned why our elected union rep was suddenly stripped of her release time without any warning, explanation or due process? Subsequently, I learned that she did not always agree with the EC positions and was more concerned with conflicting issues pertaining to faculty rights at Cañada. During this time more than the usual number of grievances was filed. Given these unusual campus dynamics, compounded by the sudden removal of her release time, she resigned in protest as our campus rep and withdrew her union membership. To date there has been no official explanation to the Cañada faculty as to why her release time was removed. We still don't have a campus rep at Cañada, but we do pay our union dues.

In my open letter I also raised an issue about the rules and guidelines for release time. How many release units do we get from the District each semester? How many additional units do we regularly purchase from the District each semester? How are those release time units distributed among all the campus reps, the presidents, the members of the negotiation teams, and any others? What are the rules and guidelines we use for such distribution? Or is this distribution determined solely at the discretion of the union leadership? How much do we pay our Executive Secretary? All of this information should be made public and accessible to members. After

all, 55% of our union dues goes to the union office (31% goes to the staff, 10% goes to the office, 14% is rebated from the CFT to the AFT 1493 office in comparison to a small fraction goes to legal expenses.) This is taken from the AFT 1493's proposal for restructuring of our union dues.

Lastly, I raised the issue about term-limitation for union presidents. For all the years I have been in the union, our current presidents have held their positions the longest; without occasional turnover and effort on the part of the EC to bring in new people and new ideas our union risks looking more like a dynasty and less like a democracy.

I recognize an EC retreat was organized and facilitated by the vice-president, in the spring of 2005 to address some of the issues I, as well as others, raised. A suggestion for a leadership development workshop (for EC members only) was recommended (popularity 7, on a scale of 11 within the EC) for developing future leaders. My concern about release time was discussed and it was suggested it should be made more transparent and needs to be published in the Advocate (popularity 8) but the term-limitation issue was ignored. To date I have seen nothing put in place to effectuate these goals.

Has this union become so sophisticated and complicated that any other dedicated and intelligent members within our District would be incapable of learning and carrying the baton? Do we necessarily need "seasoned" leadership to take care of the organization? If so, should this proposed leadership-development workshop be scheduled every semester and be open and encourage all interested members to sign up? Perhaps then we will see the grass roots participation the union claims it

wants to encourage.

Finally, has this union EC become such a tightly knit, insular group that it decides and dictates for the interests of all faculties with little or no meaningful input? Along this last line of thought I will add this final example: the decision of stripping the release time of our campus rep was not shared among all EC members and not even with the vice-president; that in itself indicates a questionable dictatorial style.

The usual justification for the continuation of the rule of the existing presidents is that no one wants to run. But why would anyone wish to run, if our by laws contain no term limitation clause and there is little effort made to discuss and consider it. Sadly, I have come to believe that our union leadership perpetuates a climate of complacency and thus continues this dynastic attitude toward its members.

Frank C.C. Young
Cañada College

AFT 1493 Response

The AFT receives 24 units per semester of reassigned time for organizational activities (the same amount as the Academic Senate.) In addition, the union can buy up to an additional 9 FLCs per semester. These units are used for the various officers of the Local to be able to work on union activities. Currently the units are dispersed as follows:

6 units to each of the Co-Presidents/ Negotiators (Joaquin Rivera and Katharine Harer) 3 units to the Chief Grievance Officer (John Kirk), 3 units to the *Advocate* Editor (Eric Brenner), 3

AFT 1493 is looking for representatives to the San Mateo County Central Labor Council

The San Mateo County Central Labor Council meets on the second Monday of each month at 6:00 p.m. at 1153 Chess Drive in Foster City. AFT Local 1493 is currently allocated seven del-

egates to the Labor Council. If you would be interested in attending a meeting of the Labor Council, then please give Dan Kaplan a call at the AFT office (574-6491) to make arrangements

to attend a meeting with him. This is an opportunity to see what the labor movement in San Mateo County looks like up close!

units shared by the Chapter Co-Chairs at CSM (Teeka James and Yaping Li) and Skyline (Rick Hough and Chip Chandler) and 1 unit to the Secretary (Kathleen Feinblum.) 25 units are being used this semester while 23 units were used in the Fall semester, when Co-President/Negotiator Katharine Harer used just 3 units and one unit was also used by Part-timer Negotiator Victoria Clinton. 3 units will be bought this semester to be used by the Cañada Chapter Co-Chairs.

The assignment of reassigned time to union officers has been established over time by the Co-Presidents with the approval of the Executive Committee. Although the Co-Presidents (or President, when there has been a single President in the past) have occasionally used their discretion to make some adjustments, the allocation of reassigned time has been consistent throughout the years and has been based on discussions and decisions of the Executive Committee. Decisions to make major changes to this allocation (such as hiring a part-time coordinator or giving reassigned time to campus chairs) are always brought to the EC for discussion.

The specific case of the Cañada Chapter Chair, which is referred to in Frank Young's letter, is a personnel matter that is not appropriate to dis-

cuss in pages of the *Advocate*. We do want to clarify, however, that the issues in that case were in no way related to positions taken at EC meetings nor to the number of grievances at Cañada. After the resignation, the union worked very actively to communicate with and involve more Cañada faculty. We met with numerous individual faculty members and attended a special meeting of the Cañada Academic Senate to discuss issues of concern to Cañada faculty. We also had an Executive Committee meeting at Cañada on April 27 that was attended by many Cañada Senate officers at which the resignation of the AFT Chapter Chair was discussed.

After an extended attempt to find a Cañada faculty member or members to take over the Chapter Chair position, Monica Malamud and Karen Olesen have recently volunteered to step into the position on a shared interim basis until the end of the Spring semester, at which time there will be new elections for all AFT 1493 officers. We are excited to have Monica and Karen as Co Chairs and we hope that Cañada faculty will communicate with them about any union-related issues that may arise.

The Executive Secretary is paid at the same rate as a full-time faculty member, based on the District salary

schedule. His paid health benefits are Kaiser employee-only.

The AFT 1493 Executive Committee has spent a great deal of time in the last few years discussing the issue of leadership development. We strongly believe in the importance of bringing newer faculty members into leadership positions in the Local and we currently have representatives at each campus who began in their positions within the last two years. The California Federation of Teachers offers a week-long leadership training institute each summer at Asilomar and we always try to send newer members of the Local leadership to these sessions. The idea of regular local leadership training sessions is a good one. We have contacted the CFT to see if we can bring in a CFT representative to do a leadership development training locally.

The question of term-limits for AFT 1493 officers was thoroughly discussed at the Spring 2005 Executive Committee Retreat and the Committee members did not feel term limits is a useful method for developing new leadership. Any AFT 1493 member, however, may formally propose an amendment to the AFT 1493 Constitution and the *Advocate* would be happy to publish any other members' views on these issues. □

AFT raises questions about District's strategy of extending fall class times to increase FTES

Adding 10 minutes to Tues./Thurs. classes violates contract so District will rethink plans; Lack of consultation with AFT & Academic Senates is also cited as a problem

By Joaquin Rivera & Katharine Harer, AFT 1493 Co-Presidents

In a bargaining session in December, the District floated the idea of adding ten minutes to the length of certain classes in order to capture more FTES and, thus, more funding from the state. We discussed the idea, and the AFT voiced a great many serious concerns about its implementation. The union never approved it, and we were told that it was just in the discussion stage. We imagined that the Academic Senates would be involved in this discussion and that there would be plenty of input from faculty before anything happened.

Deans said AFT & Senates had approved plan

During the second week of classes this semester, however, faculty members began to contact the union to tell us that their deans were adding ten minutes to Tuesday/Thursday classes in the fall schedule and, in some instances, to daily classes as well. It was also stated by certain administrators at certain campuses that the union had approved the plan and that the Senates on all three campuses were on board. We were shocked and we went into high gear to figure out what had happened and to see what we could do about it.

We immediately contacted the District as well as the three Senate presidents to find out what had happened to "shared governance" in this process. While the contract gives administrators the right to assign up to 19 student contact hours per FLC to an instructor's load, decisions about additional time that will seriously impact both teachers and students need to be weighed carefully. When polled, only one of the Academic Senates (Skyline)

had been approached and had approved the plan.

We met with the administration on Wednesday, February 8. Mike Claire, VPI at CSM, explained that they had looked for ways to add minutes to classes within the constraints of the contract, which states: "The typical range for one FLC is 16 to 19 contact hours per semester for lecture." After looking at many options they decided that the only plan that would work was to add 10 minutes to all 3-unit classes that meet on Tuesdays and Thursdays. They said that adding time to MWF classes would put them above the 19 hours per FLC limit, so they did not try doing this because it would violate the contract.

When we explained that their plan violated the contract, they agreed it needed to be revised

We had an extensive discussion of the District's plan to extend Tuesday/Thursday classes and we raised many concerns. The most important fact is that we figured out that their plan violates the contract, as adding the ten minutes to the Tuesday/Thursday classes would make the student contact hours 19.1, not 19, which brings the maximum above what is contractually allowed. The total contact hours increase to 57.4, which is 24 minutes over what is permitted; the contract states that 57 contact hours is the maximum for a 3-unit class. Based on this, the administration agreed that they cannot implement this plan and will have to come up with an alternative.

Other concerns

We also raised a number of other concerns, including:

- How did the process used to make these changes go forward with such

minimal shared governance or consultation and how did so much misinformation get put out at every step of the way?

- Why are the start times for MWF classes being changed to 8:00 a.m. and what impact would these class schedule changes have on students and faculty who have to take children to elementary school and can't leave them earlier than they used to?

- What does this proposed change do for retention of students, e.g. two English classes are offered – one MWF and one T/Th. Since the T/Th classes are longer than MWF would a student prefer to take the shorter classes due to a work schedule conflict? If I am a full time instructor does the change in class time for T/Th give me incentive to want to teach MWF? By increasing the hours by ten minutes, I wind up teaching 6 more hours per semester.

- Given that the idea was only to increase TuTh 3-unit classes by 10 minutes, what is the explanation for Cañada's plan of also adding 5 minutes to each MWF 4-unit classes and 15 minutes to each 5-unit MWF class?

The upshot is that the District claims that this was only meant to be a "plan" in order to set up parameters in advance of the Fall schedule. It wasn't meant to be set into stone. However, they admitted that not enough consultation had taken place and that it wasn't made clear that it was a "plan" that was not ready for implementation. The District will have to go back to the drawing board. It's disappointing to see how little shared governance was implemented on this issue, but the AFT and the Senates will work together to make sure there is sufficient consultation before any decisions are made. □

Monica Malamud & Karen Olesen step in to fill Cañada Chapter Co-Chair positions

After trying for some time to find someone to fill the open chapter chair position at Cañada, we are happy to announce that Spanish professor Monica Malamud has agreed to be an interim Chapter Co-Chair along with



Monica Malamud with her son, Kevin

Cañada counselor Karen Olesen, who is a long-time AFT activist and was previously Cañada AFT Executive Committee Co-Rep.

Monica, who is originally from Argentina, has been teaching at Cañada for 5 years. Previously she taught at Boston University, Tufts,

Brandeis and Stanford. Although she enjoyed teaching at all of those schools, she says "I'm much happier at a community college because I believe that everybody should have access and opportunity to obtain a college educa-

tion. In Argentina, public college and university education is open to all—free and good quality." Before teaching Spanish (she has a Ph.D. in applied linguistics), she worked as a systems engineer and taught computer science.

Monica's interest in working with AFT comes from her experience of working *without* a union. "Since I had previously worked in positions where employees did not have a union, when I started at Cañada I quickly began to appreciate the work that AFT does for its members. Serving as interim chapter co-chair with Karen will give me an opportunity to learn more about AFT, while we provide a connection between Cañada faculty and AFT.

In addition to her teaching duties, Monica is very busy in multiple Cañada faculty leadership positions. She is College Council Chair, Budget and Planning Committee member, Academic Senate Governing Council member and Accreditation Standard IV co-chair.

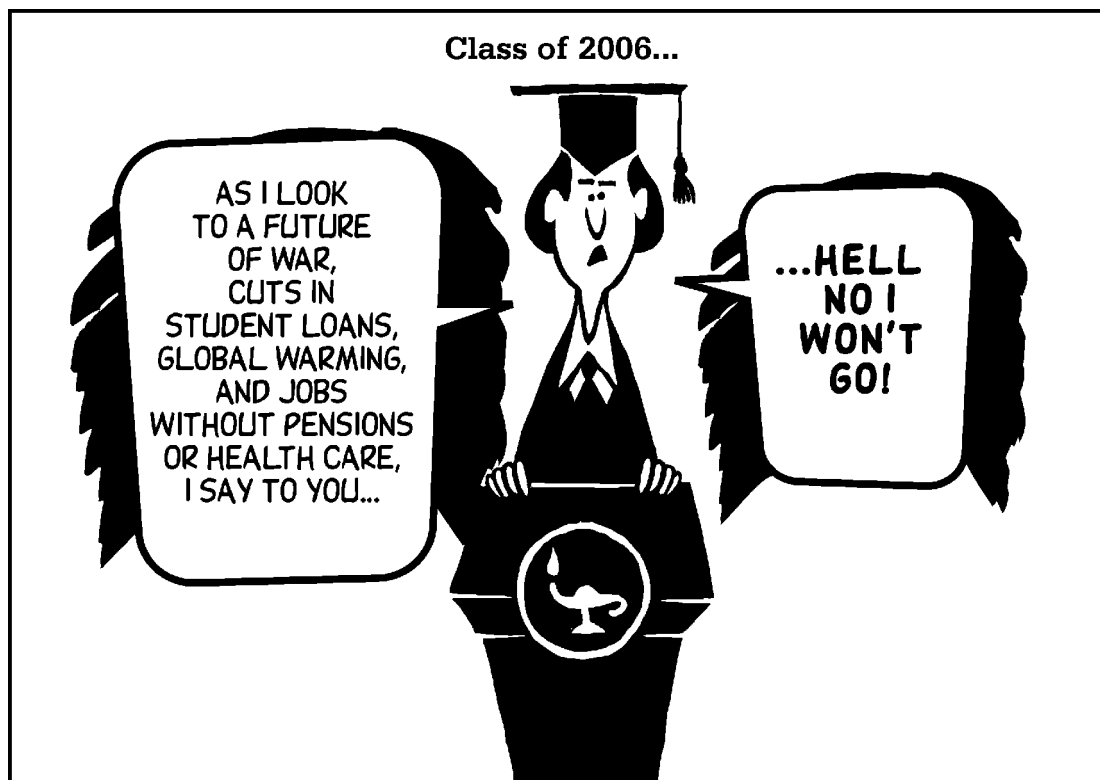
When she is not fulfilling all of her faculty duties, Monica is also an active parent of her two sons, ages 10 and 8. She is currently Parent Association president and site council vice-chair at their school.

We are very happy that Monica and Karen

have stepped in as Cañada Chapter Co-Chairs and we hope that Cañada faculty will give them their support and will keep in touch with them whenever they have any questions or concerns regarding faculty working conditions or other union-related issues. □



Karen Olesen



Medical premiums rise while the caps for 2006 are still being negotiated

As those who checked their January pay checks no doubt noticed, the medical rates for full-time faculty changed, effective January 1, 2006. The chart below shows the premium rates for each health plan for both 2005 and 2006 and the 2005 and 2006 out-of-

pocket costs for each rate. Since the premiums have gone up while the new caps (the District's contribution) for 2006 are still being negotiated, the out of pocket costs have increased for most full-time faculty (depending on the plan you are enrolled in.)

When the District-AFT negotiations are completed, the new 2006 District caps will be determined and faculty will be reimbursed for any decrease in the out of pocket costs that are negotiated.

2005-2006 Healthcare Premiums & Out-of-Pocket Costs

<i>Plan Name</i>	<i>Plan Description</i>	<i>'05 Premium \$/Month</i>	<i>'06 Premium \$/Month</i>	<i>'05 Cap</i>	<i>'05 Out of Pocket</i>	<i>Current Out of Pocket*</i>
Blue Shield HMO	Single	389.96	425.50	\$604	\$0	\$0
	2-Party	779.92	851.00	\$670	\$109.92	\$181.00
	Family	1,013.90	1,106.30	\$883	\$130.90	\$223.30
Kaiser Permanente	Single	354.69	389.38	\$604	\$0	\$0
	2-Party	709.38	778.76	\$670	\$39.38	\$108.76
	Family	922.19	1,012.39	\$883	\$39.19	\$129.39
PERS Choice	Single	369.74	404.59	\$604	\$0	\$0
	2-Party	739.48	809.18	\$670	\$69.48	\$139.18
	Family	961.32	1,051.93	\$883	\$78.32	\$168.93
PERS Care	Single	619.93	680.43	\$604	\$15.93	\$76.43
	2-Party	1,239.86	1,360.86	\$670	\$569.86	\$690.86
	Family	1,611.82	1,769.12	\$883	\$728.82	\$886.12

**The current out-of pocket costs will be adjusted after the completion of AFT-District negotiations and any decrease will be reimbursed to faculty.*

Come to an AFT 1493 Executive Committee/ Membership Meeting

The AFT 1493 Executive Committee/Membership Meeting schedule for the rest this semester:

February 15, at Skyline at 2:15 in 5131

March 8, at CSM, 2:15, in 18-206

April 26 at Cañada at 2:15 in 3-104

May 10 at Skyline at 2:15 in 5131

Attend the CFT Convention

The 64th Convention of the California Federation of Teachers will convene in the Sheraton Grand Sacramento Hotel from Friday, March 24 through Sunday, March 26.

The annual CFT Convention is the highest policy-making body of the Federation. The union's vitality and democracy depend upon participation in the Convention by delegates from all locals of the CFT.

If you are interested in getting a close-up look at how your union functions, then please call the AFT office at 574-6491 to discuss your attendance at this year's CFT Convention.