

AFT contract proposals discussed at forums

The AFT held open forums at CSM, Skyline and Cañada on February 10 and 11 to solicit a final round of feedback from faculty on its negotiations proposals, and to allow AFT negotiators an opportunity to provide the rationale for its proposals. The forums were well attended, and in addition to pizza, snacks, and beverages there was also much good discussion of the various issues to be addressed in the next round of negotiations.



A summary of the 14 AFT proposals for the 2004-2007 contract was distributed to all who attended the meetings. We are publishing below a copy of this summary. AFT will make a few changes to its proposals that reflect the discussion at the three open forums. The actual formal proposal will be submitted to the Board of Trustees at its February 25 meeting. That will begin the 30-day sunshining period, after which negotiations may begin. The actual contract language that AFT will be presenting to the District will soon be available on the AFT website: aft1493.org. Of course, AFT reserves the right to add to, modify, or delete proposals at any time.

Summary of AFT proposals for the 2004-2007 contract

1. Salary increase of 8% for all faculty. This number is based on bringing our district's salaries to within the range of the top three Bay Ten districts.
2. Provide additional compensation for oversize classes.

3. Increase the medical cap to \$960 per month effective January 5, 2005 for full-time faculty. This number is based on keeping up with the cost of the basic Kaiser HMO family rate.

4. The District will provide a stipend for 50% reimbursement of employee incurred health benefit

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Cautious optimism at District Budget Committee

AFT rep. asks why administration costs are up while faculty & staff have had significant cuts?

*by John Kirk, CSM,
AFT Rep. on District Budget Committee*

The District Committee on Budget and Finance was established in May of 2002 and since the beginning of the Fall semester 2003, the committee has been meeting twice a month. The size of the committee was recently expanded to include 16 representatives (for the names of the committee members see box, page 5). Over the years both the Union and the Academic Senate had lobbied for the creation of a budget committee with faculty and staff representation.

According to Chancellor Galatolo, the purpose of the com-

mittee is "to assist the District in developing income and expenditure assumptions for the current and future budget cycles." The scope of responsibilities of the committee include: the collection of budgetary and fiscal information from the Governor's budget, the State Chancellor's Office, and the District's budget; develop district-wide income assumptions for an annual COLA, growth in

FTEs, Partnership for Excellence, technology funds, and other State funding; develop district-wide expenditure assumptions for Board set-asides, fringe benefit costs, Step and Column advancement, profes-

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PRESIDENTS' PERSPECTIVES

As negotiations and budget issues loom, let's all march in March

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



By the time you read this, the union will have held a series of open forums on each campus to review and discuss our initial contract proposal. If you missed the forums, read the summary of what we are proposing on page 1. The complete contract is open for negotiations this year, so our proposal is a meaty one. Faculty responses to both the survey and the forums we ran last semester provided the basis for our proposal. Additionally, the AFT Executive Committee made a number of recommendations that were included. Check our web site: AFT1493.org for the complete proposals when they're finalized in the next week or two.

Budget planning uncertain

On the budget front, the District Budget Committee (which now boasts four faculty reps) and budget and planning committees on the three campuses have begun digging into the larder, looking for ways to survive what may be very hefty cuts to community colleges next year. Schwarzenegger's funding proposal does not meet the state's guarantee of support for K-14 education through Proposition 98, reducing the amount of funding our colleges need in order to educate our students. The projected increase in fees to \$26 per unit and \$50 per unit for those with B.A. degrees is an added assault on lower income and working people and will bar

access for many of our students. Our District must be very careful about cuts to programs and to personnel. We have already lost more than 100 part-time instructors due to cutbacks in course offerings this year, and although District enrollment hasn't suffered as much as was expected, if we keep cutting programs and a higher fee is put into place, especially for B.A. holders, there's a good chance we will lose significant enrollment. John Kirk's article on the District Budget Committee (page 1) points out that over the last year, while the District has reduced the total cost of academic salaries 13.63% and classified salary costs have been cut 5.12%, administrative salary costs have increased 4.85%. Many of us feel that if there must be cuts, they should start at the top!

Plan to march on March 15

Once again, a March in March on Sacramento to protest cuts to community colleges is in the works. The date is set for Monday, March 15th, and there are already more people involved around the state than at this time last year. The Associated Students will be organizing on your campuses, so please get involved. Leading up to the one-day protest in Sacramento, there will be other activities and ways for you to let your opinions be known. An exciting element in this year's protest is the Missing Student Project in which all three of our campuses are participating. Some time this month, you will see two life-size sculptures of students standing in a strategic spot on campus. They will represent the hundreds of thousands of students who will be turned away from our colleges if the governor's cuts go

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Presidents' Perspectives

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through. These figures will be sent to Sacramento in either March or April. Some of them will ride on



The 2003 March on Sacramento led to reduced state cuts

floats in the March 15th protest. In April, all of the missing students from around the state will be assembled on the capital lawn or in another highly visible place location where the governor and the legislators can't help but see them. (See photo, page 7.) Also, porcelain figurines representing the missing students will be sent to every state legislator to remind them of the impact of cuts to the community college system.

Grocery workers' strike for health benefits affects us all

Perhaps you've asked yourself why 70,000 grocery workers in Southern California have remained on strike for over 20 weeks, through the Thanksgiving and Christmas holidays. The Safeway corporation says that the strike is over a \$5/week health benefit co-pay. Is that believable? The truth is that the employers want to reduce their contributions to the grocery workers' health benefits fund by 65%. Plus, they are proposing a two-tier wage and benefit system whereby newly hired workers would be frozen at low paying WalMart wages, without the opportunity to even purchase health benefits. Safeway/Vons CEO, Steven Burd, pocketed over \$41 million by

cashing out his stock options a month before the strike. Interesting timing, isn't it? Albertson's (same owner) CEO, Lawrence Johnston's annual salary exceeds \$12 million dollars. If

the Safeway (Vons, Albertsons, Ralphs) corporate owners win this fight, they will plunge thousands of workers into poverty. They will also set a

new precedent for benefits gouging. AFT 1493 is actively supporting the UFCW. Remember the ILWU slogan: *An injury to one is an injury to all.* Come out and walk a picket line, send contributions to the strike fund, call your congressperson to put pressure on the Safeway Corporation.

Single payer health care system would save billions a year

As you are all aware, health care costs are going through the roof for all workers in the U.S. Our benefits increased by 25% in 2003 and this year by another 16%. On top of that, our

choices and the quality of health care have decreased. The best long-term solution is a single payer health care system. That's why AFT 1493 supports the Healthcare for All Californians Act: SB 921, sponsored by Senator Sheila Kuehl. SB 921 has passed the Senate and is now being deliberated in the Assembly. It would cover every single person in California with comprehensive care and save the state and taxpayers a lot of money. A recent study by the state of California concluded that by removing the health insurance industry from the health care maze and by using a single payer financing system instead, Californians would save **7.6 billion dollars a year**. Although it would be financed by taxes in lieu of premiums, the total cost would be far less than current insurance company premiums. The insurance industry will do everything in their power to oppose such a change. The current system is good business for them, but not for the health of Californians.

Keep bookstores independent

On a final note, you've probably seen the CalPIRG exposé that came out recently on the exorbitant cost of college textbooks. Note that our bookstores are committed to keeping textbook costs down and that independent bookstores have been cited as the best choice for students. □



Union workers supporting the grocery workers' strike emphasize the importance of adequate health care benefits for all workers

District Shared Governance Council expands to include AFT, CSEA and AFSCME representatives

by Dan Kaplan, AFT 1493 Executive Secretary

Over the last semester the District Shared Governance Council has been working on a revision to Section 2.09 in the District's Rules and Regulations. This section concerns the District Shared Governance Process itself, and was originally approved and implemented in 1992.

When Joe Johnson was the chancellor, he invited the three unions in the District (CSEA, AFSCME, and AFT) to begin participating in the District Shared Governance Council. But the actual language in 2.09 was not changed at that time to reflect this change in the membership on the Council.

Thus, when the Council began to look again at the language of 2.09, the issue of changing the language concerning the composition of the Council to reflect the current practice of who is actually participating in the Council obviously needed to be addressed. And this issue turned out to be the source of some controversy and considerable debate, which is why the issue was discussed over the course of the entire fall 2003 semester.

The AFT, in particular, forcefully argued that Title 5 regulations explicitly discuss union participation and in no way preclude unions from playing a role in shared governance. In fact, AFT argued, collective bargaining representatives may play an active role in the "academic and professional matters" that are the primary function of the Academic Senate. There are no state regulations that designate the Academic Senate as the "exclusive representative of the faculty" with respect to academic and professional matters. Thus, AFT maintained throughout the long DSGC discussion that the AFT had previously made and would continue to make important contributions to the shared governance process, but that this required that it be granted formal membership on the District Shared Governance Council.

In the end, it was agreed that the Council membership would be expanded from 16 representatives to 20 representatives, including representatives from the three unions in

the District. The new language concerning the membership on the DSGC now reads as follows:

"The District Shared Governance Council membership is twenty (20) representatives with (5) representatives from Faculty, Administration, Classified, and Student constituencies, and specifically includes:

a. Faculty (5): the District Academic Senate President, the three Academic Senate Presidents of each college, and the AFT President.

b. Administration (5): one Manager appointed by the President of each college, one appointment from the District office chosen by the Chancellor, and one non-represented member. The non-represented member is appointed by the Chancellor and represents non-union associated employees and can be either classified or administrative.

c. Classified (5): the CSEA President, the AFSCME President and three additional classified representatives appointed by CSEA.

d. Students (5): the three Associated Students Presidents or designees from each college, the Student Trustee, and one at-large member.

e. Term of Appointment: Membership appointments for students are for one semester and may be continued from semester to semester. Membership appointments for all other constituent groups are for one year and may be continued.

f. Council Chair: The Council will be served by Co-Chairs, namely, the District Academic Senate President and the District administrator.

g. Quorum: A quorum requires the following:

1. Eleven members in attendance, and
2. At least one representative from each site (District Office and 3 colleges), and
3. At least one representative from each constituency (Faculty, Administration, Classified Staff, Students)."

This revision to the language of Section 2.09 in District Rules and Regulations will be going to the Board of Trustees for their approval in the near future. □



District Budget Committee Report

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sional development and other district-wide expenditures; communication of assumptions to District constituencies and to the District Shared Governance Council.

Recently the committee has been discussing various budget scenarios for the 2004-05 academic year. Since a budget is a planning document, the choice of a particular scenario will shape the immediate budget planning process on each campus and at the District level. Because of the deep cuts last year and the Governor's January budget proposal, the committee felt that it would make more sense to adopt a best case scenario and assume a slight budget deficit of \$300,000 to \$500,000. As a back up position in case the State budget situation turns out to be worse than anticipated, the committee agreed to adopt a worse case scenario with an estimated deficit of \$2 to \$6 million. The committee also discussed possible sources of funds to finance a larger than expected deficit. The following sources were mentioned: the use of end of year reserves that exceed 4% (for 2002-03 this amount exceeded \$500,000), the delay of next year's contribution to the Post Retirement Account for future retiree benefits (\$1.5 million), the use of excess funds put aside for the Managed Hiring process, and the possibility of borrowing from the Post Retirement Account.

Current prediction: budget cuts not likely

However, the way things stand now, it is not likely that any cuts in our budget will be necessary. In fact, the District is estimating that our revenue next year will increase by 5.6% over this year's budget (Final budget 2003-04 Estimated Total Revenue \$87,157,956 and 2004-05 Estimated Total Revenue \$92,060,777). The Governor's budget contains a 1.84% cost of living adjustment (the governor's staff left the COLA off of the allocation for community colleges, but later said it was a mistake), and he proposes to take the money used to finance categorical and special programs and fold that money "into the base." This means that it will take our district a few more years before we become a "basic aid" district (see Advocate article "Basic Aid", May 2003, v.26, No. 6). If property tax revenue in San Mateo County continues to rise at 5% per year, our district will begin to receive more property tax revenue than our revenue limit determined by State formula. Thus, we will become a basic aid district and get to keep the extra money. In addition, as a basic aid district our revenue increases each year based solely on increases in property tax revenue and not on enrollment. The governor also is proposing to increase student fees from \$18 to \$26 per unit and to \$50 per unit for those students who possess a BA degree.

Administrators costs up while faculty & staff are cut

At the December 2, 2003 meeting of the committee, the AFT representative asked for an explanation of some statis-

tics which appeared in a recent District Financial Summary (CCFS-311Q). The report which was sent to the state contained the following three items:

Academic Salaries	- 13.63%
Classified Salaries	- 5.12%
Administrative Salaries	+ 4.85%

The District's explanation was the following:

- Academic salaries were down 13.63% because:
 - Approximately 25 contract faculty retired by the close of last year
 - No summer session at Cañada
 - Course sections were reduced
- Classified salaries were down 5.12% because:
 - Approximately 40 regular classified retired
 - The use of hourly classified was reduced
- Administrative salaries were up 4.85% because:
 - No regular administrative staff retired at the close of last year
 - Increase relates to 3% COLA and step increases

According to this year's budget, 2003-04, the expenditure allocation by site is as follows:

Chancellor's Office (District)	\$ 9,839,460	16.65%
Cañada College	\$ 9,954,704	16.85%
Skyline College	\$16,268,756	27.53%
College of San Mateo	<u>\$23,026,857</u>	<u>38.97%</u>
Totals	\$59,089,777	100%

The agenda for the next meeting of the committee contains an item to review the allocation formula represented by the above percentages.

Members of the District Committee on Budget and Finance

Lynn Pontacq- Chief Financial Officer (retired)
 Kathryn Blackwood -Chief Financial Office (beginning Feb. 17, 2004)
 Jim Keller, Vice Chancellor
 Rick Ambrose, Academic Senate, CSM
 Linda Whitten, Academic Senate, Skyline
 Dick Claire, Academic Senate, Cañada
 John Kirk, AFT, CSM
 Terry Watson, CSEA, Cañada (CSM and Skyline TBA)
 Jozsef Veres, AFSCME
 Virgil Stanford, Budget Office, CSM
 Eloisa Briones, Budget Office, Skyline
 Rachele Minong, Budget Office, Cañada
 Candace Alfaro, Associated Students, CSM
 Victor Cocchia, Associated Students, Cañada
 Marilyn Mascarinas, Associated Students, Skyline

Summary of initial contract proposals

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costs to all part-time hourly academic employees who are employed in the District at 40% or more of a full-time load (6/15 FLC) and complete a 40% load.

5. Change the basic workweek of full-time faculty members on a regular academic year contract who are assigned to duties other than teaching or counseling to thirty (30) hours.

6. Eliminate the requirement that faculty be on campus at least 2 hours every day.

7. Allow for up to four days of paid leave per year for personal necessity matters, which need not be disclosed to or approved by the District.

8. Allow the granting of tenure to a probationary faculty member before the end of the fourth year if the Tenure

Review Committee recommends conferral of tenure.

9. Add binding arbitration as the last step of the grievance procedure.

10. Strengthen seniority rights for part-timers in the areas of re-employment rights, assignment of additional hours up to 60% of a full-time load and preference for full-time positions.

11. Pay part-time faculty for office hours.

12. Add language addressing the rights to the control of intellectual property, including subsequent use and compensation; access to technology, training for technology, and support for instructional technology; faculty involvement in assessing the benefits and costs of technology prior to purchase decisions; faculty involvement in assessing the benefits and costs of library technology prior to purchase decisions; faculty involve-

ment in assessing the benefits and costs of technology used for academic counseling prior to program and purchase decisions; the effect of technology on privacy, staffing levels, and general health and safety; and, the appropriateness of and decision making process for contracting out technology based education products and or services, among others.

13. The District will offer the STRS "2 + 2" (AB 1207) early retirement incentive to any faculty member that retires by the end of the 2003-04 academic year. Also, the current requirement of eligibility for District paid retiree benefits (the total age and years of service) should be reduced from the current total of 75 to a total of 72 for the purpose of this retirement incentive plan.

14. Increase the Biological and Physical Sciences Laboratory allocation to 1 FLC per hour and the Automotive Mechanic Technology Laboratory allocation to .85 FLC per hour. □

For AFT 1493's complete contract proposals, check out:

aft1493.org

The AFT proposal to be submitted to the Board of Trustees will be available by February 25.

AFT 1493's award-winning website, at aft1493.org, is also regularly updated with the most current and extensive information and links related to the state community college budget situation.

In addition, you'll find plenty of other useful information on our site, including comparisons with salaries & contracts from other districts around the state and links to a wide range of websites of interest to community college faculty.

Make plans now to go to the statewide community college *March in March* -- in Sacramento, Monday, March 15th.

- **Stop the fee increase**
- **Restore community colleges' fair share of the Prop. 98 split**
- **Keep categorical funding (e.g., for part-timers' equity, health benefits, matriculation)**



Contact the Associated Students on your campus for details and to reserve a seat on the bus.



For more information about the March in March or about the Missing Community College Student Project (shown below & described in the Presidents' Perspectives, pages 2 - 3), call the AFT at: (650) 574-6491.



"The Missing Community College Students" Installation Project

k.k.

Vote YES on Propositions 55 & 56, the Educational Facilities Bond and the Budget Accountability Act

The progress made over the last few years in education funding, and consequently the ability of schools and colleges to deliver quality public education, has been severely compromised by the recession, fall in revenues to the state, and the state budget crisis that resulted. Without fundamental reform in the way the budget process works in California, we will continue to see declining funding. Two important propositions on the March 2 ballot will help begin to address these issues.



Prop. 56 key to breaking budget gridlock

Proposition 56, the Budget Accountability Act, will reform the broken state budget process by making the Governor and Legislature accountable for adopting a budget on time. California is one of only three states (the others are Arkansas and Rhode Island) that require more than a simple legislative majority to pass a state budget. The Budget Accountability Act will lower the two-thirds supermajority requirement to 55%, enabling the legislature to pass a budget on time and do its job properly.

Proposition 56 will also require that the Governor and legislators permanently lose their salaries for every day after the budget deadline until the budget is passed; forces the legislature to remain in session and work on the budget until it is signed; and requires the state to set aside a "rainy day" fund of at least 5% in good times so that budget cuts and tax increases will be less likely in challenging economic times.

Proposition 56, the Budget Accountability Act, was put on the ballot by a coalition of education groups and public sector unions, including the California Federation of Teachers.

Because of the burdensome two-thirds legislative supermajority required in California to pass the state budget, we have been held hostage by a tyranny of the minority. This has meant state budgets have been late seventeen out of the past twenty five years. In 2003, the budget was 67 days late, and passed along a huge deficit to the next year. Real people, including students, seniors, and the disabled, are hurt by the legislature's inability to pass a timely and efficient budget.

On Tuesday, March 2, vote YES on Propositions 55 and 56.

Note: The CFT and AFT 1493 are making no recommendation on Propositions 57, the Economic Recovery Bond, and Proposition 58, the California Balanced Budget Act. For more information on those and all election issues, go to: www.smartvoter.org . □

Prop. 55 bond will fund school infrastructure

Proposition 55, the Kindergarten-University Public Education Facilities Bond, will help rebuild our aging school infrastructure. Proposition 55 will provide funds to help build new school and college classrooms, science labs, and other facilities. It will also allow us to modernize aging buildings to improve safety and give students more access to the technology they need to succeed in the modern workforce

AFT 1493 CALENDAR

AFT 1493 Executive Committee Meetings (open to all faculty):

Wednesday, Feb. 25, 2:15pm, Skyline
 Wednesday, March 24, 2:15pm, CSM
 Wednesday, April 28, 2:15pm, Cañada
 call the AFT office at x6491 for locations

California Federation of Teachers Annual Convention

March 19-21 at the Sheraton Universal Hotel in
Universal City/Los Angeles