

**PRESIDENTS' PERSPECTIVES**

## Mediation scheduled for May 25; Governor's May Revision increases funding

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



As we write this with only two weeks left in the Spring semester, contract negotiations are at a temporary standstill until our first mediation session scheduled for Thursday May 25th. We cannot emphasize enough the District's reprehensible foot-dragging and lack of "good-faith bargaining" during this round. Many sessions stalled because the District team did not have their data or, when they had data, it was incorrect and useless. Our team had to supply the correct numbers more than once. On top of that, the District's "paid professional negotiator" did not, in fact, negotiate with us. He would bring in one proposal that he knew would not be acceptable to faculty and then when we made suggestions to improve it or came back with a counter proposal, he would say that he wasn't authorized to do anything else, and we would have to wait another week or two until the next bargaining session. This style of bargaining does not lead to an early settlement or to collaborative problem solving, and now we find ourselves at impasse once again.

### Faculty want a better settlement

In the "Contract Alert" that we sent to all faculty several weeks ago we outlined the District's last proposal and the AFT counter proposal and asked for your feedback. We heard from over 50 faculty members, only 4 of whom said that we should take the District's offer. The rest encouraged us to continue to bargain for a better settlement. Our Executive Committee has also given the AFT team their direction, which

increased COLA from 5.8 to 5.92% for the coming year and additional moneys that the governor is proposing for community colleges. It is not clear yet exactly how these additional revenues will impact our District. We will analyze this proposal and upcoming state budget information in detail so we can get our share of these revenues at the table.

### Chancellor's raise: 22.7% !

While the District has been reluctant to offer faculty COLA —



The AFT 1493 Executive Committee discussed the District's latest offer at their April 26th meeting

is to hold out for a settlement that will provide a better deal for faculty. News from the Governor's May Revision bodes well for us—an

starting with 0 - 0 - 0 in their first offer and inching up, finally, to COLA less 1.12% for benefits and  
*continued on page 12*

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## State community college ballot initiative postponed to June 2008 election

As was reported in previous editions of *The Advocate*, a coalition of organizations affiliated with California community colleges—including the California Federation of Teachers—drafted an initiative measure which originally was planned to be placed on the November 2006 statewide ballot. This proposition would address several issues of longstanding frustration to community college leaders, particularly an impending decline in the rate of K-12 enrollment growth—a primary factor in determining Proposition 98 dollars—which would threaten community college funding over the next decade.

### Signature campaign to begin in August

On Monday, March 27, the Community College Initiative (CCI) coalition partners made a difficult but prudent decision. To effectively guarantee the success of this effort, the coalition decided to defer the start of the ballot qualification phase of the initiative campaign until August. This switches the target election from November 2006 to June 2008 (unless there is another statewide special election earlier).

This strategic change in the CCI campaign schedule does not allow us to pause in our resolve to raise the money and build the campaign organization necessary to qualify and pass the community college ballot measure. Fundraising and organizing must be our highest priority until the end of this semester, so faculty and students can be prepared for a major signature gathering effort in the Fall.

### Strategic advantages

This has a number of strategic advantages. First, it will allow the campaign to have the necessary money in the bank before proceeding. Since paid signature gathering remains essential to the effort, the

CCI campaign needs to ensure that it has sufficient funds in the bank before launching the effort. Second, since the campaign won't be pushing against a shortened time line, it will have the full 150 days to qualify the measure, allowing faculty and students to take advantage of a major grassroots effort. While the threshold number of signatures might increase, the cost per signature dramatically declines. The CCI campaign will now begin collecting qualifying signatures in August.

### San Mateo fundraising goal: \$50,000

The CCI coalition partners took the time necessary to write a consensus measure that has little or no opposition. All members of the coalition are confident the voters will approve the Community College Initiative. The CCI campaign surprised skeptics by quickly raising over \$450,000, with hundreds of thousands in additional firm pledges. The existing balance is now approaching a million dollars and the frequency of campaign contributions is picking up. AFT Local 1493 recently wrote the CCI campaign a check for \$2500. And on March 23 (just prior to the decision to postpone the signature gathering) the Chancellor wrote AFT that: "Our local goal is \$50,000... I've already raised \$14,000."

The statewide campaign goal is to now raise \$250,000 per month for the next four months. The CCI coalition partners think the decision to defer the signature gathering until August practically guarantees that the Initiative will now be qualified and when it gets on the ballot, the polls and the experts say it looks like it will be in a strong position to be approved by the voters. That is the goal of the Community College Initiative coalition.

# Would a professional negotiator get us a better deal?

Like all of you, the members of our union's executive committee received Jacqueline Gamelin and Rick Ambrose's letter in our faculty boxes on Monday May 1, 2006. We appreciate and share Jacqueline and Rick's concern about our current negotiations, as we are sure many of you do, and, as always, we are happy to hear faculty voices making constructive suggestions for union strategy and direction.

While we have several disagreements with some of the underlying logic and assumptions in the letter—that the union is culpable for the District's opening offer of 0%; that a professional negotiator would "level the playing field" (indeed that the playing field is currently not level); that objectivity is a desirable characteristic in negotiating a contract; that a professional negotiator would in fact be objective—we want to clear up two important facts.

## AFT negotiators reflect faculty views

First, the letter expresses concern that the AFT negotiating team is operating based on "preconceived views as to what is most important to faculty." In fact, the negotiating team consistently polls the executive committee in order to plan strategy for negotiating the best contract possible for faculty. In turn, the executive committee members periodically have surveyed the entire district faculty in order to identify issues of specific importance and to guide your faculty union's course. Campus co-chairs and representatives talk by phone and in person with colleagues every week and listen carefully to ideas, suggestions, and criticisms, which they then report to the entire executive committee. We understand that sometimes faculty at different points in their careers will have quite disparate concerns and interests. We do our best to balance those views and have

representation of faculty from most areas: full time and part time, nearing retirement and just starting, instructional and student services, male and female, single and coupled, with dependents and without.

## Over the past 6 years, we've negotiated a 24.5% increase, while COLA was 13.86%

Second, we too often feel demoralized and unappreciated when we compare our salaries with those of teachers in other places and with professionals in other fields. We know it can be difficult to see these comparisons in newspapers and professional journals. However, the comparison between our



salaries at a community college and those of K-12 teachers is not a helpful one. The two educational tiers are not funded equally by the state; K-12 districts receive an average of \$7,402 per student while community colleges only receive \$4,497.

All of the districts listed in the *Daily Journal* article and that are cited in Jacqueline and Rick's letter, with the exception of Portola Valley and Woodside, are Basic Aid districts, so their state funding may be even higher. Also, most of the school districts on the list have a school year between 186 and 189 days while ours is 175 days. If you do the calculation on a per-day basis, then SMCCD salaries are higher or quite competitive despite the discrepancy in funding. In fact, we would like to point out that in addition to achieving many improvements in contract language and working

conditions, over the past six years AFT Local 1493 has negotiated a 24.5% total compensation increase. Over that time, the state COLA was just 13.86%.

## Not the time for a change

Although the union has looked at the idea of hiring a professional negotiator in the past, we agree that it is a notion that could be revisited. To make that switch now, however, would not be efficacious. On the other hand, it's important to remember that a professional negotiator is not a silver bullet. For example, AFSCME is currently using an outside negotiator, but they are not getting any better results than AFT is. We would argue that what has "gone wrong with our negotiations" is that the professional negotiator the District has employed has not proven to be very skillful.

In fact, the District's negotiating team, led by a newly hired professional negotiator, does not "negotiate" but merely brings in a proposal and then refuses to go any further; they have neither responded to our creative or collaborative ideas, nor suggested any of their own so that we can come closer to agreement. This round of bargaining has taken so long precisely because the District's team has presented unclear or incorrect data and has been ill-prepared to address issues that are clearly on the table. We have wasted months sitting at a stalemate because the District wasn't actually negotiating—responding to and countering our proposals—but instead holding fast to proposals that clearly were not going to lead us to a settlement.

In closing, we appreciate Jacqueline and Rick's intent to make a constructive suggestion. We encourage all faculty who would like input into how AFT conducts business to become active union members by attending meetings and becoming part of the union leadership process.

In unity,  
The AFT 1493 Executive Committee

## “We took on the state and we came out whole”: Jinny Sims and the British Columbia teachers’ strike

by Katharine Harer, AFT 1493 Co-President

*I was inspired to write about Jinny Sims and the British Columbia teachers’ strike after listening to Sims, a guest speaker at the General Session of the CFT Convention in March of this year. I was so moved by what Sims had to say and by her spirit, that I also attended her workshop following the general meeting which was full to bursting with teachers — nodding, clapping and taking notes as she recounted her story.*

In 2002 the British Columbia provincial government mounted an all out attack on public workers that threatened the high-quality educational system in place in B.C. and decimated the rights teachers had fought for and won. Even though B.C. schools had proven themselves by scoring in first and second place on standardized tests, the government launched an “Accountability Agenda”. The result: 2700 teachers were fired, class sizes were increased from an average of 22 to 37, 20% of school counselors and 7% of librarians lost their jobs, and case loads of resource teachers went from 25 to as high as 150 students. Health benefits were rolled back 15% and 7000 school-related jobs were contracted out. All of the previously elected “College Counselors” (similar to school board members in the states) were fired and replaced with government-appointed “Counselors” who began to systematically dismantle the standards and conditions under which teachers had been working. And — in an effort to disempower the union, the government stripped the B.C. Teachers’ Federation of its bargaining rights.

### *Union reps. listen to teachers in every local*

What did the teachers union do? The BCTF realized that their first task was to activate their teachers, so they went on the road and visited each of the 69 union locals in the province. On these road trips, the union reps didn’t make speeches to their members. Instead, they set up meetings and focus groups where they listened to what teachers had to say about their working conditions. According to BCTF President, Jinny Sims, union leaders, “...wrote down what they heard and assessed from there what needed to be done.” And they began to have, as Sims put it, “conversations with our members. We went to our core; we got teachers to open the classroom doors”. Sims made the point that when teachers are isolated, when their doors are closed, they have no power. In Sims’ words: “We didn’t want to be seen as whiners. We needed to start teachers talking, and the most believable

voices in any struggle for teachers’ rights come straight out of the classroom.”



B.C.T.F. President Jinny Sims

During this period, the government took the Teachers’ Federation to court and tried to strip them of their free speech, but the union won all of their legal battles with the provincial government. The BC Supreme Court ruled

in favor of the teachers, supporting their right to free speech. Health care and education became the top issues in local and national election campaigns. The BC Teachers’ Federation spent a total of \$5 million dollars on their fight-back campaign, \$3.5 million alone on their efforts to connect with and give support to their over 40,000 union members.

### *Over 90% of the membership voted to strike*

At the end of this multi-year campaign in which they built trust and laid the foundation for a battle with the provincial government, the BCTF called a one-day protest throughout the province where **every single teacher** walked off the job. Then, on October 6, 2005 they took a strike vote where **over 90%** of their members voted to strike. This vote is even more impressive given the fact that the government had made a strike illegal. Teachers risked being arrested and going to jail if they carried out the strike.

### *40,000 teachers went on strike for 2 weeks*

Here’s how Sims described that moment: “When you take an illegal job action, you must have your members behind you. I was prepared to go to jail. I knew other teachers were too. Before we took the strike vote we read out loud from a document we wrote entitled, “The Risks of an Illegal Strike & The Risks of Doing Nothing”. We gave our members control. A strike must belong to everyone collectively.” Of 40,000 teachers, less than 60 crossed the line on the first day and less than 40 by the end of the first week of the two-week strike. Parents walked the picket lines with teachers. Other teachers’ unions throughout Canada contributed funds to the Strike Hardship Fund and public sector workers walked off the job for a day to show their support.

## Issues included over-emphasis on testing

The issues for the BC teachers weren't just about reinstating jobs, increasing salaries and restoring bargaining rights to the union. Teachers were up in arms about the degradation of learning conditions for their students and the over-emphasis on testing that took the joy out of teaching and learning. Here in the states it's called: No Child Left Behind. It's a similar agenda. But as Sims so elegantly put it, "Weighing a pig doesn't make it fatter." Sims asked her members to, "...go inside yourselves and find the courage to speak out about educational policies that are unjust, about a huge agenda that is destroying teaching."

## Premier agrees to address teachers' issues

After two weeks of the illegal strike, the Premier of the province stated that he would address the teachers' issues. The public was on the side of the teachers, and even the media, who started out hostile, was listening to the teachers and reporting their stories rather than the government's spin.

## Teachers have developed a more assertive attitude

Peter Owens, a BCTF assistant director summed up what the teachers gained from their actions: "By taking a stand and exercising our right to withdraw our services, we brought about a number of positive changes. The government has acknowledged in public that class size and class composition are problems that need to be addressed... Teachers have developed a more assertive attitude about having input into how decisions are made in their schools. Locals signed off on decisions on spending the \$20 million allocated to the schools to alleviate class-size and composition problems. Teachers also signed off on plans to spend the money provided to the schools because of our strike. Teachers have expressed a sense of ownership over the funds being directed back to our classrooms. We know that this is only the beginning of the improvements

we need to make to restore services for our students and ensure that there are no attempts to silence the voice of teachers in the future."

## "There's nothing more dangerous than informed teachers"

One of the most thought-provoking pieces of the BC teachers' story, for me, is in a comment Sims made as she described the results of the educational campaign the Federation carried out with their members: "Teachers are some of the most conservative people even though 'teaching is a subversive activity'. However, there's nothing more dangerous than informed teachers talking about what's happening in their schools."

## "Weighing a pig doesn't make it fatter"

The implications for those of us in the community colleges are clear. With more and more of our time spent outside of the classroom on tasks such as writing and assessing SLO's and serving on accreditation writing teams, as well as the mountain of other extra-curricular work so many of us have signed on to do, we have to ask ourselves if the "joy in teaching" is eroding from under our feet. Some days the only place I feel creative and free is in the

classroom. Other days, I feel under-prepared to teach because of all the other duties that have called me away from the reason I became a teacher in the first place: the excitement of sharing what I know and love with my students. All of us—not just union and faculty leaders—must begin speaking up and telling our



A scene from a strike rally during the B.C.T.F. two-week long "illegal" strike

stories about what's working and what's not, about our need to re-focus on our classes and our students. Jinny Sims' words echo in my head: "Weighing a pig doesn't make it fatter."

# Oppose Sensenbrenner Bill and all anti-labor immigration “reform”

By Elizabeth Terzakis, Cañada, English

Late last year, Congress passed H.R. 4437, a viciously anti-immigrant bill that would make felons out of the 12 million undocumented immigrants currently living in the United States, the people who help them, and any additional immigrants who manage to cross the border without papers after the bill’s proposed 700 mile “fence” is built along the U.S.-Mexico border.

The bill, sponsored by House Republican James Sensenbrenner (R-Wisconsin), would also “solve” the problem of deporting undocumented immigrants whose children are U.S. citizens by virtue of being born on U.S. soil—thus breaking apart families—by taking the children away from their parents and making them wards of the state.

Although the H.R. 4437 lost many of its more vocal supporters after a wave of immigrant rights protests swept the nation in late March and throughout April, it is far from dead. In fact, when efforts to pass an alternative bill collapsed in the Senate in early April, it became the only bill left standing amidst continuing calls for immigration reform. There is no telling which of its draconian provisions will make their way into the “compromises” created as the two houses of Congress attempt to forge a unified bill.

AFT 1493 should take a clear stand on the immigration issue by opposing not only H.R. 4437 but also the so-called compromise bills taking shape in the Senate. Politicians from both parties have joined President Bush in calling for immigration reform that

includes further militarization of the border, a complicated and overly lengthy “path to citizenship” that

## VIEWPOINT

would create several tiers of pseudo legality, and various guest-worker programs that involve even lengthier “paths to citizenship” and tie a workers’ ability to stay in the country to maintaining the favor of a particular employer, thus severely limiting if not destroying altogether any possibility of collective bargaining through organization.

Immigrants come to this country because of poverty created in their

only lead to more deaths in the desert.

Guest-worker programs are inherently anti-labor because they create a caste system of workers with limited rights. Restrictions to the rights of any workers threaten the rights of all workers. That’s why the AFL-CIO has issued a strong statement against the guest-worker programs, arguing that if business needs 400,000 additional workers, as the proposals claim, then 400,000 new green cards should be issued so that immigrant workers can enter into employment contracts with full rights and no fear of deportation.

The movement responsible for the magnificent demonstrations in Los Angeles, Chicago, and around the

country is calling for amnesty—immediate legalization—for immigrants currently living in the United States without documents. This is the only immigration reform that will benefit both native-born and immigrant workers by guaranteeing equal rights for all.

As the *Advocate* goes to press, immigration activists and



home countries by U.S. trade initiatives. According to the Economic Policy Institute, NAFTA eliminated close to 900,000 jobs in the U.S. and created mass unemployment in Mexico, destroying 1 million jobs in its first year alone. Due to economic necessity, no amount of border enforcement will stop immigrants from trying to get into the U.S.—with documents if they can, without if they have to. Adding obstacles to crossing the border will

their allies in labor are preparing for a massive walkout and boycott on May 1<sup>st</sup>, the first fitting commemoration of International Workers’ Day in the U.S. in more than 60 years. AFT 1493 should support this and similar actions in the months to come. As bipartisan immigration reform proposals that are unacceptable to labor seem to be the only thing coming out of Washington, we will need to continue taking it to the streets.

# CSM instructor discusses Iran policy with President

By Ali Shokouhbakhsh, CSM, Economics

On April 21, 2006, President Bush visited the Bay Area to promote U.S.

high tech competitiveness. My son, Arash was selected, as a top student from San Jose State University, to be a member of a panel discussion with the President at Cisco Center. I was invited to this event along with the rest of my family.

During the photo-op I had an opportunity to talk with the President regarding US-Iran relations. This was my hope and the reason I decided to

go there. We had a dialog for about two minutes. As we met him, he said that the issue of Iran is a top priority



Ali Shokouhbakhsh's son, Arash (left), was a member of a panel discussion with President Bush

for him. I then mentioned that Iranians love America and they were the only Muslim nation that immediately after the 9/11 tragedy expressed their sympathy and condolences to the victims and their families. The Iranian people

and the their government are not necessary the same. At this moment he interrupted me and said: "I believe the

Iranian President is not a rational person." I then continued: "Now that some members of Congress are supporting a comprehensive negotiation with Iran, I believe this is a good idea to be considered." He replied with something to the

effect that: "Right now a multilateral approach is being taken and we need to wait and see."

We appreciated the opportunity to talk to him.

# Faculty

Our Special Interest

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Designed by Ruth A.M. Strong, Student, Multimedia Art and Technology, mART 572 Digital Illustration, Cañada College, 2006

Ruth Strong, a current student in Jean Mecorney's Digital Illustration class at Cañada College, won the AFT Local 1493 Poster Design Contest. Ten posters were submitted to the first-ever AFT Local Poster competition. Ruth is in her third semester of the Multimedia Program. She will be receiving a \$100 honorarium from Local 1493 in appreciation of her work and the Local plans to produce and distribute the poster (above) to be displayed on union bulletin boards and faculty offices throughout the District.

## Relief needed to overcome draught in sabbatical and professional development funding

by Rick Hough, Skyline AFT 1493 Chapter Co-Chair & Skyline Professional Development Committee Chair

Ed. Note: In the December 2005 Advocate, Linda Vogel, a member of Skyline's Professional Development Committee, wrote about the inadequate funds available for long-term professional development and sabbaticals. This year faculty applications for sabbaticals alone totaled \$128,103, but only a little more than \$50,000 was approved due to limited funds allotted by the District. The funding for long-term professional development is also only about one-half of the amount requested. As Chair of Skyline's Professional Development Committee, Rick Hough has had to deal with this inadequate funding first-hand. He expresses his feelings about the situation below.

In years when the rains come, to get the life giving water, you must carry your bucket to the watering hole, dip it into the clear cool liquid, then carry the water back to your family's tent to bathe your children, cook your food, drink your fill. When the Gods are angry and the draught comes, the watering holes are fewer and farther away. The water is brown and murky. Your children get dysentery and die. If the draught lasts long enough, all the watering holes dry up. The tribe must either leave, or die.

When I started working at Skyline College, I was encouraged to take advantage of Professional Development and AB 1725 funds. I was told that even though I didn't make enough money to afford to pay for a

conference fee, or a hotel room, or a dinner out, the District valued my development as a professional so much, that they would pay my way. I remember thinking how wise this resource allocation priority was, and soon found that the ideas and enthusiasm that I brought back from my trips more than doubled the District's investment. In fact, I found these conferences so valuable, that I joined the board of the California Math Council of Community Colleges (CMC<sup>3</sup>), and went on to become conference chair, and board president.

Later, as my career progressed, I was encouraged to apply for long-term professional development. "If you have a good idea, we want to support you!" Just the encouragement, just

inspires me to think even bigger with my ideas. The day-to-day life of faculty, as fulfilling as it is, is so draining, that it really does take a long time off to be able create something new and substantial.

But we are in the draught years, with no heavy rains in the forecast. AB 1725 is something our newer colleagues have only read about in history books. The days of searching for someone to apply for the funds so that the carryover is not too high are long gone. A year long sabbatical is almost inconceivable, because it would require denying almost every other proposal during that school year.

This last year I agreed to chair the Professional Development Committee

at Skyline. I had heard that the watering holes were drying up, and with sabbaticals and traditional professional development coming out of the same pond, I wanted to help keep the water flowing as much as I could.

I know Linda Vogel's article appeared only three Advocates ago, but a problem this dire needs to resurface until it is solved. I

think that professional

development is one of the most important things to fund in our profession. It sickens me every time I am part of a discussion to decide which good proposals to deny. I believe we should all work together to find a way to increase the funding to be able to fund all proposals of merit. In the interim, faculty must work that much harder (oh, that again!) to make their proposal competitive. Just please, don't let your good ideas die.



having the support there for the taking, got my creative juices flowing. Ideas began to bubble to the surface of my consciousness, and I actually found the energy to act on a few, and even got approved for funding for one.

When the Union and the District negotiated a plan to bring Sabbaticals back, I knew this was a case where more of a good thing was better. The idea of taking a semester or a year off, completely relieved of normal duties



## Joe Berry, former AFT 1493er, speaks about new book on “organizing adjuncts to change higher education”

by Carol Hansen, CSM, Language Arts

On Monday, March 27, 2006, adjunct and full-time faculty had the pleasure of greeting Professor Joe Berry, Ph. D., at CSM’s Faculty Center. Berry, former AFT 1493 Executive Secretary, is now a professor, union activist, and author of a recently published book entitled *Reclaiming The Ivory Tower: Organizing Adjuncts to Change Higher Education* (New York: Monthly Review Press, 2005).

Professor Berry presented a spirited and informative talk on the overdependence on adjunct faculty in U. S. colleges and universities, where the majority (70%) are working part-time, 75% having no job security, and most work at multiple teaching positions. This over-emphasis on part-time faculty has seriously weakened the integrity of higher education in the U. S. and abroad.

In spite of these reverses, Berry states that the goal of his book is for adjunct faculty to do something about the situation and influence others to organize to correct the disempowerment of adjunct faculty.

A brochure announcing the publication of the book

states: “*Reclaiming the Ivory Tower* is the first organizing handbook for contingent faculty... It examines the situation of adjunct professors in U. S. higher education today and puts forward an agenda around which they can mobilize to transform their jobs—and their institutions. In this context *Reclaiming the Ivory Tower* also provides a guidepost for all those concerned about higher education, tenure tack faculty, students, graduate employees, parents, other campus workers, and anyone interested in why a new labor movement has grown up on campuses across the United States and Canada.”



After speaking about his book at CSM on March 27, Joe Berry (second from right) is flanked by John Kirk, Kate Motoyama, Frank Leroi and Victoria Clinton

**\$15,000 fine for “indecent” material**

**FCC threatens freedom of expression at KCSM-TV**

by Greg Davis, CSM, Political Science

On March 15 KCSM-TV, a PBS affiliate 80% funded by 19,000 members and serving 7.5 million people in the greater Bay Area, was fined \$15,000 by the Federal Communications Commission for having broadcast “indecent” material on March 11, 2004. The ruling concerned the use of street language on several occasions by African-American musicians and one African-American record producer in the context of a two-hour Emmy Award-winning program, “The Blues—Godfathers and Sons,” directed by Marc Levin. One of seven segments of a Martin Scorsese-produced PBS series which provided accompanying educational material online and presented the evolution of the Blues in the context of African-American history, “Godfathers and Sons” included such musicians as Muddy Waters, Little Walter, Chuck Berry, and Howlin’ Wolf.



**Conservative group forwards complaint**

The punitive action was the result of a single complaint by a northern California woman, forwarded to the FCC by the conservative Parent’s Television Council. “Godfathers and Sons,” according to KCSM-TV general manager, Marilyn Lawrence, was aired at various dates and times nationally by 340 of 384 PBS stations without any complaints; and she estimated that on the night of March 11, 2004, seventy thousand viewers were watching it from 9 to 11 p.m. on KCSM.

According to FCC rules detailed on their website, “indecent” or “profane” material, which cannot be banned outright under First Amendment protections, is “restricted” in order to protect children by prohibiting its airing between the hours of 6 a.m. and 10 p.m. “Indecent” material is

defined as including language which “describes or depicts sexual or excretory activity or organs” and is “patently offensive, measured by community standards.” “Profane” language is so “grossly offensive” to those who hear it that it constitutes a “nuisance.” The FCC makes it abundantly clear, however, that “context is the key” in making a judgment.

**Street language by blues musicians called “indecent”**

According to Ms. Lawrence, the language in question did not “describe or depict sexual or excretory activity or organs” as such and could be qualified, at most, as “profanity.” This, of course, would sound less impressive—or even trivial—when mentioned on the FCC website, which states that the tax payer-funded regulatory agency levied \$8 million in fines and acted on 12 complaints for “indecentcy” in 2004. Furthermore, since the FCC pointedly states that “context is the key,” Ms. Lawrence maintains- and the courts will probably agree if this matter is litigated- that the use of street language by musicians talking in historical perspective about their struggle as performing African-American artists could not be accurately judged as FCC-actionable “profanity.”

Furthermore, the KCSM website’s comment on the FCC action maintains that community standards are such in the Bay Area that most viewers would not be “patently offended” by the use of such language in the context of the program. Jonathan Adelstein, a FCC commissioner who dissented from the majority ruling, forcefully lamented the lack of attention to context by the other commissioners and warned that their ruling would have a chilling effect on “news and documentary makers and the broadcasters that air

them.” The FCC action also appears to be inconsistent, since no other PBS stations were penalized for airing the same program, nor was ABC cited for showing during the “restricted” time slot “Saving Private Ryan,” a war movie which contained profanity.

**FCC’s political decision-making**

What conclusions are one to draw from this rather arbitrary and hypocritical action by the FCC against a small, financially-vulnerable PBS affiliate owned by a community college? Perhaps one should keep in mind, first of all, that the present Chairman of the FCC, Kevin Martin, is a former aide to Dick Cheney and was the Deputy General Counsel of President Bush’s 2000 electoral campaign. It is also worth mentioning that this is the same



FCC which voted in 2003 for new rules allowing a single for-profit corporation to own media reaching 45% of the national television audience—an action so blatantly contrary to the public interest that it was even overruled

by the Republican Congress! The present Administration, in any case, has already shown its propensity for hypocrisy, tokenism, intimidation, and privatizing government, acquiescing in an unprecedented expansion of corporate power, and simplistic moral posturing in order to keep the support of its evangelical Christian “base.”

Fortunately, the trustees of SMCCD appear to be solidly behind KCSM’s resolve to challenge the ruling; and a Washington media law firm has decided to take the case *pro bono*. This, of course, is good news, since public television, like higher education, is an important arena in which freedom of expression is essential as the cultural wars of our time are played out.

**Tell legislators to use growth funds to fairly fund part-time faculty**

## Support state funding for adjunct faculty

In the coming weeks, the California Legislature will consider what to do with community college funding, including some \$50 million in unused growth funds from the 2005-2006 budget. Rather than allowing these funds to revert to the Prop 98 account, the California Federation of Teachers wants to see these funds used as line item increases for part-time faculty.

### Please e-mail your legislators

Please e-mail your lawmakers in the state legislature and tell them to:

\* Increase the underfunded health insurance program for adjunct faculty. First claim on reimbursement dollars should be from districts that actually contribute to their adjuncts' costs.

\* Increase the office-hour line item allocation to reimburse districts that pay part-time teachers to meet with their students. Increase funding for the pay equity line item, in order to provide "comparable pay for comparable work."

\* Provide COLA for all part-time line items similar to other categorical funds in the community college budget.

### Sample letter

Below is a sample letter that you can use as is, or modify as you deem appropriate:

*As a faculty member, I am keenly aware of the challenges facing California's community colleges.*

*In recent years, our community colleges have relied more heavily on part-time faculty. Yet, in budget terms, this growth in adjunct faculty has not resulted in*

*sufficient allocations for health insurance, office hours, or salary equity.*

*Dips in student enrollment, caused by prior fee increases and reduced course offerings, have left the community college budget with significant unused growth funds. I join with my fellow faculty members, both full and part-time, in urging you to use those funds in ways that support all of California's community colleges and our students:*

1. *Increase the underfunded health insurance program for adjunct faculty. Due to increases in the number of part-time faculty and dramatic rise in the cost of medical coverage, the current allocation, which was meant to provide 50 percent of the premium costs, now covers only 13-15 percent. First claim on reimbursement dollars should be from districts that actually contribute to their adjuncts' costs.*

2. *Increase the office-hour line item. This allocation helps districts offset the costs of paying adjunct instructors to meet with their students.*

3. *Increase funding for the pay equity line item in order to provide "comparable pay for comparable work" to compensate adjuncts for class preparation and grading. In each of the 2003-2004 and 2004-2005 budgets, these funds were cut 11 percent despite growing numbers of part-time faculty.*

4. *Provide COLA for all part-time line items, similar to the other categorical funds in the community college budget.*

*Please support California's commitment to a fair and equitable higher education system for all. Attracting and retaining excellent faculty will pay great dividends.*

### Automated website makes it easy

The union representing Los Angeles community college faculty has set up an easy-to-use automated website on which you can send your legislators an email urging them to use leftover growth money from last year to supplement part-timer line-item funding (office hours, health insurance, parity). This website knows from your address who your legislators are. Just fill out your name and address, and letters will be sent to legislators. You also have the option of changing the message. The website address is: [http://www.unionvoice.org/campaign/stand\\_up\\_sound\\_off](http://www.unionvoice.org/campaign/stand_up_sound_off)

### LETTER TO THE EDITOR

#### New CSM Science Building has more chemistry labs than reported in Advocate

Another good job putting the [March-April] *Advocate* together. I've done a lot of camera-ready and direct-to-press work myself in chemistry, and I know how long and involved "only 8 pages" can be to do well.

The caption for the CSM science building picture on page 7 [of the March-April issue] is unfortunately incomplete. There are actually three general chemistry laboratories, one organic chemistry laboratory and two chemistry instrumentation rooms on the third floor, not just "two Chemistry laboratories."

Thank you.  
Bob K.

Robert Kowerski, Ph.D.  
Professor of Chemistry  
College of San Mateo

## Advocate & AFT 1493 win 5 awards at CFT Convention

AFT Local 1493 received 5 awards at the CFT Convention, which was held in Sacramento on March 24-26.

**Teeka James** was awarded First Place in the Best Feature Writing category for "All the live long day: A modest proposal for a reduced course load". The judges' comments included: "Highlights importance and function of the union community in a workers' life through use of concrete, vivid detail that anyone can relate to. Fun to read."

*The Advocate* was awarded Second Place in the General Excellence category for a Six-or-more page newsletter.

**Eric Brenner, Katharine Harer, Teeka James, Dan Kaplan, and Harriet Tucker** received Third Place in the category of Unique Performance for

## 3 generations of AFT 1493 staffers



Former AFT 1493 Executive Secretaries, **Joe Berry** (left) and **Fred Glass** (center), reunited with current AFT 1493 staffer, **Dan Kaplan** (right), at the CFT Convention in March. Berry is now a professor, union activist and author (see page 9) and Glass is CFT Communications Director.

our Dues Restructuring brochure.

**Fred Glass** received a Third Place in the category of Best Art or Photograph for his "AFT 1493'ers rally against governor"

**John Kirk** received an Honorable Mention in the category of Best News Writing for his "District supports failing students rather than instructor and undermines CSM nursing program."

### Chancellor Galatolo's new contract

4-year contract: July 1, 2006 - June 30, 2010

#### Compensation

##### Salary:

\$17,364/mo.

**\$208,368/year**

##### Institutional Needs Stipend

\$1185.45/mo.

**\$14,225.40/year**

##### Mileage:

\$1124.55/mo.

**\$13,494.60/year**

##### Annuity

\$937/mo.

**\$11,244/year**

##### Other expenses paid:

**30 vacation days (can take 20 in cash)**

#### Total package for 2006:

**\$247,332/year**

#### 4-year package:

**\$989,328**

#### Increase over previous package (\$201,600/year):

**22.7% increase**

### Presidents' Perspectives

*continued from page 1*

PT office hours, our Chancellor's new contract (the total package with salary, mileage, annuity, and other perks) looks like this: **\$247,332/year for 4 years**, totaling \$989,328. This is a **22.7% increase** from the total package he received in 2002. We know the arguments because we've heard them from the U.C. system, which has over the last year been "exposed" in the press: the District has to pay top administrators top money because it's such a competitive market. What about paying teachers competitively? Our last analysis of salaries in the Bay 10 puts our district anywhere from third to

sixth place, depending on which column you look at. While it's true we've made some excellent improvements, we are still not in the top three in all columns as Chancellor Galatolo promised faculty when he was sworn into his position.

Faculty will address the District Board of Trustees on May 17<sup>th</sup>. It's time our Board hears from us just how insulting it is to be initially offered NOTHING and then treated to 10 months of bargaining that moved so slowly and with such frustrating results. We are also looking at staging an action on Opening Day — IF we are not able to bring this contract to a fair settle-

ment by the end of the summer. We will keep you posted.

### Vote in AFT 1493 election

Don't forget to vote for a new President and a new slate of AFT officers and representatives. As we leave after our seven year co-presidency, we want to tell you how much we have appreciated your support, your ideas, and your activism. We know how hard all of you work in the classroom and beyond for the good of our students and the district as a whole. We were proud to represent you and we know your next team of AFT leaders will continue with what has worked and improve on what hasn't.