

New Contract Brings Overdue Raises

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



Welcome back everyone! We want to thank all of you again for your patience and support during the long negotiations process that finally concluded when the faculty voted to ratify the settlement overwhelmingly, with 331 faculty (96% of those voting) voting yes on the proposed contract modifications, while 13 faculty (4% of voters) voted no. The voter participation rate was 31%, a significantly higher rate than in the past. Once the faculty ratified the agreement, the Board of Trustees unanimously approved the settlement at the July 10 Board meeting.

This new contract represents a victory for all of us. Thanks to your letter writing campaign, your presence at the Board meeting and your continuous support we were able to convince the District to do the right thing: to give part-timers the equity money on top of COLA without compromising the 7-3-3 raise for full-time faculty, and to bring sabbaticals back as a permanent program. A quick review of some of the highlights of the agreement is presented on page 2.

Retroactive Pay Schedule

We want to let you know the schedule for the retroactive pay checks and adjusted payments. The District has told us that this "extended" schedule is the soonest that they can manage to get these long-overdue checks to the faculty. We are as frustrated as we're sure you are with the delay in getting you the pay that you deserve. We are especially disconcerted with the extremely long delay that part-time faculty have to endure before they finally get their increases. We are disappointed by this delay not only because it seems an excessively long time required by the District to process the checks, but also because these delays could have been avoided if the District had settled with us back in April rather than going through the protracted period of negotiations.

Retroactive pay checks

- September 2002 Regular faculty 2001-02 contracts (7%)
- October 2002 Regular faculty overloads Fall 01/Spring 02 (7%)
- November 2002 Adjunct faculty Fall 01/Spring 02/Summer 02 *

* This is an off the schedule one-time adjustment, based upon a % determined by full use of the District's State Part-Time Parity Funding (\$1,052,438) over total wages/benefits paid during the specified period.

Adjusted payments starting Fall 2002

- Regular faculty will be paid on the new 2002-03 schedule (2000-01 +7% + 3%)
- Regular faculty overloads will be paid on the new 2002-03 schedule (2000-01 +7% + 3%)
- Adjunct faculty will be paid on the new 2002-03 schedule (2000-01 + 13.07%)

*A scene from
last summer's
AFT 1493 retreat*



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A Review of the New Contract

Below are highlights of our new contract:

A total compensation increase of **13%** over three years for full-time faculty:

- A retroactive salary increase of 7% for regular and overload pay for the 2001-2002 academic year, 3% next year (2002-2003) and an additional 3% the year after next (2003-2004)
- A medical cap increase from \$490 to \$534 per month retroactive to January 1, 2002. The medical cap will increase to \$550 in January 1, 2003 and to \$567 in January 1, 2004.

A compensation increase of **20.07%** over three years for part-time faculty:

- For the 2001-2002 academic year, part-time hourly faculty will receive a one-time distribution of the part-time parity funds received by the District. The actual percentage will be determined at the end of the summer and this will not be added to the salary schedule.
- A salary increase of 13.07% for the 2002-2003 academic year, and an additional 7% for the 2003-2004 academic year. This agreement gives the part-timers full COLA and the equity money on top of that.

Note that from now on, part-time hourly faculty and regular faculty overload will be paid on two different salary schedules.

Extended Leave Program:

- Starting the 2003-2004 academic year the "Extended Leave Program" (the equivalent of sabbaticals) that was created last year will become permanent. This will be a new option available through the Professional Development Program. The District will add \$50,000 over the current funding of the Professional Development program to fund these extended leaves.

Counselors:

- Issues concerning Counseling will continue to be addressed through discussions between AFT and District representatives in a task-force made up of 6 AFT and 6 management appointees. A neutral facilitator will convene the meetings of this task-force.

No Progress on State Budget; Call Your Assemblymember

Although the State Senate approved a budget on June 29, the State Assembly has so far (as of Aug. 10) failed to secure the required two-thirds majority. The budget bill approved by the Senate raises approximately \$3.6 billion in revenues and cuts roughly \$13 billion in programs and services. The remainder of the budget gap is closed through transfers, borrowing and deferrals. While this situation may be less than ideal, community colleges have been spared from the deep reductions imposed on other programs. A major revision of the budget will likely entail further and more painful cuts to community colleges. All faculty are urged to call your Assemblymember and request that he/she support the budget approved by the Senate.

