

Future of state's public education and social services hinges on Nov. 8 special election

Volunteers needed to help defeat governor's propositions

The wasteful November 8 state-wide special election called by Governor Schwarzenegger will be critical to the future of California public education and government services. To protect public education in our state it is essential to **defeat the Governor's ballot initiatives (Propositions 74-78).**

Proposition 74: The "Punish New Teachers Act"

This measure would do nothing to improve public education or deal with the real problems facing our schools. It unfairly attempts to blame K-12 teachers for the problems in our public schools, ignoring the realities of underfunding, overcrowding, and the lack of materials and resources needed for effective



teaching and learning. If this measure passes, new teachers would serve a 5-year probationary period rather than the current two years, and would lose the right to even have a fair hearing on their dismissal for a full 5 years. Current law already allows for firing teachers who are not performing in the classroom, no matter how long they've been on the job.

Proposition 75: The "Paycheck Deception Act."

Proposition 75 is a deceptive measure put on the ballot by the big corporations and out of state billionaires who support Governor Arnold Schwarzenegger's destructive agenda for California. It unfairly targets teachers, nurses, firefighters, police and other public employees with restrictions that

don't apply to other groups or corporations, which regularly spend shareholder money on politics without permission. Prop. 75 is designed to reduce our ability to respond when politicians would harm education, health care and public



care cuts. If this initiative passes, for example, we would not be able to use our political funds to fight against the privatization of our pensions, an issue that the governor has promised to place on the ballot in 2006.

Proposition 76: The "Cut School Funding Act"

This measure would devastate our public schools and other vital services, cutting school funding by over \$4 billion every year - \$600 per



student, leading to more overcrowded classrooms, teacher layoffs, and fewer textbooks and classroom materials. Our schools lost two billion dollars when Governor Schwarzenegger broke his promise

to repay the money he took from K-12 schools and the community colleges, and if this initiative passes, the Governor will never have to repay that money to our schools. It also overturns the voter-approved Proposition 98, eliminating the minimum funding guarantee for education. It also cuts funding for local government -- cutting police and firefighters, as well as local health care services that protect children and the elderly. This initiative hurts our most vulnerable populations including the sick, the elderly and the young.

Faculty needed for phone banking & precinct walking

The San Mateo Labor Council phone banks for the November 8 election begin on Tuesday, September 27. They will take place Monday-Thursday from 5:30 - 9:00 p.m. Dinner will be served.

The Precinct Walks are every Saturday and Sunday from now until the November 8 election. They are organized out of the CTA offices at 333 Hatch Drive in Foster City.

Please call the AFT office at x6491 to sign up or for more information.

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FROM THE EDITOR'S DESK

**Long negotiations end in success;
Opposing Governor now priority**

Since Co-President Katharine Harer is on sabbatical this semester and Co-President Joaquin Rivera is focusing on the November special election and on our Local's contract negotiations, the "Presidents' Perspectives" column will be on hiatus this semester. The following column, written by Advocate Editor Eric Brenner, is filling in for the "Presidents' Perspectives".

by Eric Brenner, Advocate Editor



Nearly 15,000 teachers, school support staff and others represented by the AFT have been affected by the devastation of Hurricane

Katrina. A special hurricane relief fund has been set up within the AFL-CIO's Union Community Fund (UCF), labor's charity for working families and communities in distress. Donations to the UCF may be made on the AFT website (aft.org) or through our own Local (call x6491.)

We are facing a political hurricane of our own in the form of California's November 8 special election. (See the front page stories.) We all need to talk to everyone we know about the extremely important issues on the ballot that directly affect the future of education and public services in our state. Our faculty is being asked to volunteer for phone banking at the San Mateo Labor Council, beginning September 27. The calls are not just concerning the initiatives on the November ballot, but also to ask people to vote for the Board candidates that AFT is supporting for re-election, and to vote Yes on the District bond. The Labor Council is now doing precinct walk- ing every Saturday and Sunday

morning. Please call the AFT office (x6491) to volunteer your time.

Dues reform vote next month

One more ballot AFT members will be receiving is a special dues reform proposal that the AFT Executive Committee will be asking members to support. Most of our full-time members have not been paying their fare share in dues because of a cap that has limited the amount of our salaries that has been assessed. The new dues structure would remove the cap and simplify the system so that everyone pays at the same rate. A detailed letter will be sent out to all faculty in the next week or so with a full explanation of the proposal; open forums on the dues issue will be held on each campus in mid-October; and ballots will be due soon after that time.

This year's raise still to come

Since we received our retroactive pay increase so late last spring, some faculty might feel like that was our pay raise for *this* year. In fact, the AFT negotiating team will soon be meeting with District negotiators to begin bargaining on our 2005-06 contract re-openers. These include pay and benefits and one other contract item to be selected by AFT. The 2005-06 state budget includes a 4.23 percent COLA, so there should be a reasonable amount of funds to bargain over.

Keep your class size in check

In the last contract settlement, the District finally agreed that any increase in class size must be negotiated with AFT. (See John Kirk's article on page 3.) Any faculty member who has had class sizes unilaterally increased should contact the

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Unfair labor practice charge settled; District cannot unilaterally increase class size

by John Kirk,
AFT 1493 Chief Grievance Officer

When the union learned that the Cañada administration had unilaterally increased class size in some Math and English classes in the Fall semester 2003, it filed an unfair labor practice charge against the District.

Under the Educational Employment Relations Act, class size is a mandatory subject for collective bargaining (§3543.2). The district cannot unilaterally increase class size without first negotiating with the union.

During the last two years and with the agreement of the Public Employment Relations Board, the issue was informally discussed during negotiations in an attempt to resolve the unfair labor practice

From the Editor's desk
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union (x6491.)

Check out an AFT meeting

AFT Local 1493 represents all faculty at our colleges and we'd like encourage any interested faculty members to attend the next AFT membership meeting on your campus to hear about what we're doing and to give us your input.

Off to the races Oct. 14

On a final fun note, we hope to see many faculty at the October 14th Bay Meadows social event that we are co-sponsoring with the Academic Senates. It's a great way for faculty from all three campuses to get together to just enjoy ourselves. Our last Bay Meadows party three years ago was a big hit. Don't miss this one!

charge.

Finally in May 2005, a formal settlement was reached. The District agreed that class size is a term and condition of employment subject to collective bargaining and that it will negotiate with AFT Local 1493 on any proposal relative to an increase in class size.

Any faculty member who has had class sizes unilaterally increased should contact the union at x6491.

AFT 1493 Calendar

Fall 2005 Executive Committee/ General Membership Meetings:

October 12
Cañada, Bldg. 3 - Rm. 104,
2:15 p.m.

November 9
Skyline, Rm. 5131,
2:15 p.m.

December 14
CSM, Bldg. 18 - Rm. 206
2:15 p.m.

Faculty Social
at Bay Meadows:
Friday, October 14

Dues Reform Vote:
ballots due by Oct. 28

Advocate copy deadlines:

Issue 2: October 14
Issue 3: November 18

Reserve your tickets for Bay Meadows social October 14

The premier faculty social event of the season will be held on Friday evening, Oct. 14, at Bay Meadows Race Track. Faculty members from all three colleges will be getting together to relax and socialize at the event, which is being co-sponsored by the AFT and Academic Senates. The ticket will include parking, entry fee, program, dinner in Club House and taxes and gratuity. The ticket cost for non-faculty guests will be \$24.00 while faculty will receive a significantly reduced rate. There are limited tickets, so please contact your AFT campus reps--Teeka James (x6390), or Yaping Li (x6338) at CSM, Rick Hough (x4193) or Chip Chandler (x4286) at Skyline, Anne Nichols (x3293) or Karen Olesen (x3415) at Cañada--to reserve your tickets as soon as possible.

Events

Students and Educators to Stop the War West Coast Fall Conference

Saturday, November 19,
Manual Arts High School
Los Angeles
8:00 a.m. - 5:30 p.m.
More information available at:
www.StopTheWarConference.org/

Diane LeBow, former AFT 1493 President and Cañada professor emirita will be speaking on her experiences with Afghan women at an event called "Joining Our Voices: Writers Read Out for Women's Rights" on Thursday evening, Sept. 22, 6:30-8:30 at the 1st Unitarian Universalist Center of San Francisco, 1187 Franklin at Geary. All proceeds go to the Global Fund for Women. Admission: \$15 minimum donation. For RSVPs (suggested) and more information, contact event host Nancy Frank at 415-377-3045 or NCoopFrank@aol.com

Part-timers still not being paid for office hours: The fight for fair treatment continues

by Susan Cox, CSM



As an adjunct History Instructor in my ninth year of teaching, and in my sixth year at the College of San Mateo, I am continually amazed and angry with the ongoing struggle concerning the unpaid office hours of part-time

instructors in this District. Although we are constantly told that, in fact, we are paid indirectly for our office hours, I fail to see any compensation on my paychecks. It appears that the efforts made by many District faculty members (full-time as well as part-time) and Union representatives in pleading our case for paid office hours have fallen on deaf ears. I believe that this disregard for the value and dedication of adjunct faculty and the necessity of paid office hours will result in very dangerous repercussions, not only in this District, but other districts as well.

“Burn-out” factor

The repercussions I am referring to are the excellent, dedicated adjunct faculty members who leave the District, or the profession altogether, because of lack of benefits, low wages, unpaid office hours, unpredictable class assignments from semester to semester, lack of involvement in department issues or decisions, and this overall “disregard” for their tireless efforts as freeway fliers. (And I’m fortunate to have a caring Dean who tries his best to accommodate my schedule juggling at three colleges.) But I know the “burn out” feeling all too well because I’m in it. The only thing that has kept me, up to this point, in the classroom, is my insatiable love and passion for history, which I share with my students, and the satisfaction I get when I see their newfound excitement and appreciation for the subject. However, the greatest frustration is having to close those doors on my students because I cannot provide them with more of my time, i.e., office hours.

When I was hired in this District six years ago, I was told that it was not mandatory that I hold office hours and that the decision to do so was mine. However, I find that it is virtually impossible not to hold office hours for my students if I am to be an effective and involved instructor. I do not believe in mediocrity or doing half a job. If I am not giving my absolute best effort on the job, I will walk away. It’s that simple. And when my students are frustrated

because there is not enough time to discuss further issues with me or to ask questions concerning a lecture, exam, or book, then I am not giving them my best effort. I have to cut them off. This really bothers me. But what bothers me most is that the District doesn’t understand, or so it appears, the necessity of office hours for the students.

Office hours are essential for students

There are a variety of reasons for the office visits for my students. Some are excited about some historical topic discussed in class and have a story to share with me or want to know more about it. Others want clarification on a subject matter, additional information, instructions on how to read the textbooks or how to acquire good note-taking skills. I do not have the office time for them. Some students need help on preparing for an exam or explanation on why they did not do well on an exam, on researching historical topics, understanding historical controversies, or asking help in study skills. I do not have the office time for them. I have many ESL students who are struggling with the language and need extra help in understanding my lectures and the textbooks. I find it rather odd that the colleges pride themselves in the ethnic and cultural diversity of their students, but do not support the additional time necessary to provide them with the help they need to succeed in college. Most foreign students are not familiar with United States History and need some background information and explanations to grasp the controversial issues. I do not have the office time for them. Other students do not even know how to write or construct an essay or are very rusty upon returning to college after twenty or more years. These students will not succeed in college without additional help from their instructors. I do not have the office time for them. After all, there is only so much time that I am willing to work for free. Even I have my limits.

Part-time faculty must be valued

How many people do you know who are willing to work for free? Imagine going to see your doctor and it is discovered that you have a health problem. But he/she does not have the office time to sit and talk with you about this problem or help you to improve your condition. Suppose your attorney finds a problem in a business contract or real estate transaction but does not have the office time to sit and discuss the solutions with you? The result: “Sorry, I’m only a part-time physician/attorney, and I don’t get paid for office hours so I guess you will have to resolve the problems on your own.” Good luck. Need I say more? There are limits to dedication especially when

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Campus Equity Week to Raise Issues of Part-time Faculty and Quality Education

From October 31 through November 4, 2005, AFT Local 1493 will be organizing activities at our District colleges as part of a week of coordinated action on campuses across the United States, Canada and Mexico to focus attention on issues of fairness and quality of education. Campus Equity Week – held every other year since 2001 and designed to educate our campus communities, the public and policymakers – will promote local organizing and encourage part-time faculty participation and activism. The fact that our District does not pay part-time faculty for office hours (see article on previous page) is likely to be highlighted during the week. We are inviting anyone interested in promoting fairness for part-time faculty to contact AFT 1493 (x6491) to help plan activities or to volunteer to help.



Part-timers: the invisible faculty

Part-timers still need to be paid for office hours

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you are struggling to earn a living.

I have recently discovered the limits of my dedication, and it scares me. I do not want to be in neutral as a History Instructor. I do not want to be apathetic or indifferent in or out of the classroom. I am too passionate about the subject and its importance to our country today. But recently, I am beginning to feel those emotions that I have seen in other instructors and that I have always dreaded...the “burn out”

CSM Academic Senate to Hold Special Election

by Tom Diskin, CSM Academic Senate Past President



The CSM Academic Senate will be holding a special election for the offices of President and Vice President this Fall. This election is necessary due to the fact that both the President and Vice-President, both elected to office last Spring, are unable to assume their positions. The newly elected President, Martha Tilmann, was recently named Dean of the Technology Division at CSM, and Tim Karas, Vice President, left CSM to assume his new duties as Director of Library Services at Mission College. Congratulations to Martha and Tim in their new positions!

This unusual situation has left the CSM Academic Senate in the position of being without a President or Vice President. At the August 23 meeting of the Governing Council, it was decided that the first order of business is to update the By-Laws to provide for this type of situation so there is documentation and a procedure to follow in the future. In addition, the immediate past President, Tom Diskin, stepped forward and was voted in as Acting President. That term will remain in effect until a new President and Vice President is elected.

At the September 13 meeting of the Governing Council, nominations were opened and accepted for the offices of President and Vice President. Nominations can still be made by contacting Rick Ambrose at x6475. Nominations will be accepted up to the September 27th Governing Council meeting. Shortly after that meeting, ballots will be sent out to the faculty and the election will take place during the week of October 11.

All meetings of the CSM Academic Senate are open to the college community and in particular faculty members are invited to attend.

or “I don’t care, they don’t pay me enough” attitude from putting so much effort into your work and receiving little or no pay for it. And then there’s always the ever-present “disregard” from the District. If I find myself in that apathetic mode, that is when I will leave the classroom for good. And, as always, it is the students who are short-changed, not just the instructors. I cringe when I am forced to acknowledge the reality that the colleges don’t really value dynamic, effective, and devoted instructors in the classroom, just ones that fill classroom teaching needs and continue with the status quo. I hope this can change.

GRIEVANCE REPORT

District supports failing students rather than instructor and undermines CSM nursing program

by John Kirk,
AFT 1493 Chief Grievance Officer

This past spring semester two nursing students failed one of their clinical classes. The reasons for receiving the failing grade were gross negligence and failure to follow standard nursing procedures. The instructor had fully documented the students' work and their shortcomings.

According to college policy, students who fail a nursing class must wait for two semesters before they can petition to re-enroll in the nursing program.

Student Handbook, Guidelines for Clinical Evaluation:

"11. A student who has a "No Pass" evaluation as a final clinical grade will not be eligible to progress to the next semester."

Students file complaint against instructor

Instead, these two students decided to file a complaint against the instructor. Without requesting to see the instructor's documentation of the gross negligence of the students, the CSM administration allowed the students to continue into the next course in direct violation of the long-standing college policy.

At this point the union intervened and informed the administration that they should rescind the order allowing the students to continue in the next nursing course and remove the students from the program. By allowing the failed students to continue into the next clinical phase of the program, the administration put the entire Nursing program in jeopardy and put nursing instructors in serious legal danger. The following is a legal opinion from the Attorney General's office:

"You have asked if a registered nurse employed as an instructor in an accredited school is subject to possible disciplinary action by the Board (of Registered Nursing) who, forced by her employer, takes back a previously failed student into the clinical phase of the curriculum, knowing that the student poses a threat to the health and safety of the patients she cares for due to her proven inability to perform nursing services.

Conclusion: Such a registered nurse may be subject to possible disciplinary action for unprofessional conduct or for gross negligence."

These two students were initially allowed by the CSM administration to continue their clinical course in one of the county's hospitals. Our college administration allowed ineligible students to actually provide direct nursing care to real, live patients. The hospital was not told that these students had failed out of the program. The liability implications for the hospital, the college and the district are horrendous. When the hospital administration found out that the college was allowing unprepared students to care for patients in their hospital, they immediately told the college to remove the students.

District investigates instructor

Meanwhile, the district administration conducted an investigation of the nursing instructor who had failed the two students. The students had filed a complaint alleging that the instructor created a hostile learning environment, that the instructor had treated the failed students differently than other students and as a result the students were denied an equal opportunity to demonstrate their skills, ability and knowledge.

The District administrators in charge of the investigation—Paula Anderson and Harry Joel—interviewed the two students. During those interviews, the two students suggested that the investigators also talk to a specific list of other nursing students—some of whom were not even in the class with the two students. The investigators then interviewed the instructor.

District interviews other students, but not other instructors in program

The instructor provided the administrators with detailed notes on each of the students. She explained that she had kept all the other instructors in the clinical group and the lead teacher informed of the poor performance of the two students as the eight week course progressed. Nursing students take a theory class and then are divided into smaller Clinical classes. The lead teacher for the class is the theory instructor, but the clinical instructors keep in close contact with the lead instructor and have joint meetings with the other clinical instructors. The instructor asked the district investigators to interview the lead teacher and the other clinical instructors. They did not call in the lead teacher. They did not interview the doctors and nurses at the hospital who would have had first hand knowledge of the students. They only interviewed the students and the other students whose names had been put forth by the two students. The investigators said that the student stories were very similar (a conspiracy of students?).

When the "investigation" was completed, the instructor was informed by letter and in person that

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District undermines nursing instructor & program

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“all documentation supports your decision to issue a grade of ‘no pass’ to the two students. I find the grade of ‘no pass’ to be fairly awarded.”

Investigators find student had “traumatic stress reaction”

Then the bombshell landed. The investigators concluded that one of the students had suffered a “traumatic stress reaction” to the instructor and was therefore unable to perform her nursing duties up to passing standards. If, in fact, the student did suffer such a reaction, it was not from the defective teaching strategy employed by the instructor, but rather from the thoroughly documented incompetence of the student. This sophisticated medical diagnosis was made by a district administrator who then admonished the instructor to “take advantage of professional development opportunities to improve and expand upon your knowledge of pedagogy for adult learners.”

The instructor appealed the decision of the investigator. The district administration completely ignored her appeal.

A local newspaper reporter wrote a story about this case and it was published in the *San Mateo Daily Journal* on August 4, 2005 under the headline, “Nursing Program under fire.”

Instructor not offered class, union files grievance

The instructor was not offered a class for the fall semester, while a number of less senior instructors were offered classes. The union filed a grievance on behalf of the instructor.

The CSM administration with the cooperation of District administrators set up a special summer program for the two nursing students who had flunked out the program.

Classes were set up only for the

two students. Instructors were hired to teach the classes. The courses set up violated curriculum rules, e.g. students were allowed to listen to tape recordings of lectures, the theory portion of the course was separated from the clinical portion in violation of state regulation §1426(d): **Theory and clinical practice shall concurrent...**, and the students were taking the classes before they had registered. They were allowed to enroll in one course before they completed the prerequisite course. The students’ grades were then changed from an F to a passing grade.

State Nursing Board receives complaint against District

A complaint against the District has been presented to the State Board of Registered Nursing requesting that the two students not be allowed to take the state licensing exam because of the violations of college rules and state board of nursing rules and regulations.

The college administration claims that everything they have done has been approved by the Board of Registered Nursing (BRN) although they have nothing in writing to prove their claim. The BRN is apparently conducting an investigation of these issues.

The administration has been informed by the union that any retaliation against individuals who have raised these issues of malfeasance would be a violation of §87164(b) of the State Education code:

§87164 A person who intentionally engages in acts of reprisal, retaliation, threats, coercion, or similar acts against an employee...for having made a protected disclosure is subject to a fine not to exceed ten thousand dollars and imprisonment in the county jail for a period not to exceed one year.

We will publish an update of this situation in the next *Advocate*.

Dues reform proposal to be voted on by AFT 1493 membership

Proposal letter from Executive Committee to be sent out soon

As has been discussed in previous issues of the *Advocate*, our Local is facing an unsustainable financial situation that has been primarily caused by a dues structure that is seriously outdated and inequitable. To directly address our Local’s financial problems, AFT 1493’s Executive Committee is about to present a proposal to the membership to reform our dues structure in order to make it sustainable, simplified and truly equitable for the present time and for the foreseeable future. The basic proposal is to change the dues rate for full-time faculty to a simple 1.2% of salary, which is what part-time faculty already pay. The current system for full-timers—1% of salaries up to \$50,000, plus pass-through assessments from the CFT and AFT—is confusing, untenable and unfair.

Because of a *dues cap*, dues have not been assessed on any salary earned over \$50,000 which has meant that our more senior faculty have not paid an equitable share of dues for many years, while our newer faculty and part-timers have been paying at a higher rate.

In comparing our dues to other AFT community college locals around the state, we have found that our dues rate is one of the lowest in the state.

If supported by the membership, the new dues structure will set a uniform rate for all faculty, eliminate the cap and the pass-through assessment, and freeze the dues rate for full-timers and part-timers at 1.2% of their gross income.

A detailed letter will be sent out to all faculty in the next week or so with a full explanation of the proposal; open forums on the dues issue will be held on each campus in mid-October; and ballots will be due soon after that time.

Labor supports incumbents in Nov. College Board of Trustees election

In addition to the statewide initiatives (see page 1) and our College District bond measure (see article at right), this November 8 San Mateo County voters will also be electing two candidates to serve on our College District Board of Trustees. The terms of office for two incumbents on the current Board, Richard Holober and Helen Hausman, are coming to an end and both have decided to run for re-election. Both candidates are being endorsed by AFT Local 1493 and by the San Mateo Labor Council.

Also running this year are two other individuals: Jack Hickey and Maurice Goodman. Hickey is an anti-government libertarian who previously ran for the Board of Trustees on the platform that online education has made in-person classroom education superfluous! Goodman has written that he was the "Student Body President" at Skyline College years ago.

The San Mateo Labor Council interviewed candidates running in the Board of Trustees race on Tuesday, September 6. Neither Jack Hickey nor Maurice Goodman attended the meeting.

In their answers to the Labor Council's Candidate Questionnaire, Richard Holober and Helen Hausman identified their goals and issue priorities for the District, and what they saw as the major issues in their campaigns.

Holober wrote: "Winning approval of the \$468 million facilities bond to renovate all three campuses. Careful budgeting to expand access to high demand job training and academic programs. Rewarding our hard working employees. Increasing our connections to the community, including better links with high schools, expanding our concurrent enrollment programs, retraining for laid off workers, expanding offerings close to where

New District bond measure on November 8 ballot

The District has, over the past four years, undertaken an extensive capital facilities improvement program to repair, renovate, modernize and update buildings and infrastructure on the District's three Colleges that are nearly 40 years old. The Capital Improvement Program has progressed efficiently and effectively with projects being completed on time and on budget. This month, the District's Capital Facilities Program was cited by the San Mateo County Civil Grand Jury as a model program, employing "proven procedures for construction planning and management." In addition, the District's auditors have issued three unqualified audit opinions on the District's expenditures of bond funds and the Bond Oversight Committee has issued three Annual Reports which commend the District's construction program.

Over the last several months, District staff has been working to re-

residents work and live, including Coastside programs."

Hausman wrote: "I want to pass our Bond to provide needed improvement for our aged facilities. Financial issues are key to enrollment and enlarged program offerings."

After a discussion with the candidates about such topics as paid office hours for part-time faculty, the District not receiving Basis Aid status, enrollment management, and issues related to the Project Labor Agreement now in place, the Labor Council decided to endorse both Richard Holober and Helen Hausman for re-election to the SMCCCD Board of Trustees. AFT Local 1493 was in agreement with this decision, and urges faculty and staff to vote for the re-election of both Holober and Hausman to another term on the Board.

fine the list of projects that remain to address the College District's vision of modern, state-of-the-art higher education facilities at all three Colleges that meet the very diverse educational needs of the 40,000 students the Colleges serve each year. At a Board meeting this past summer, the Board was presented with the list of unmet capital facilities needs totaling nearly \$545 million (including expected inflation and construction cost factors). The District estimates that it will be eligible for nearly \$77 million in State and local funding for these projects over the next several years, which adjusts the total of the unmet need to \$468 million.

In June, Godbe Research completed a survey of likely voters in the November election which indicated that between 65 to 67% of likely voters would support a community college bond measure. Passage of a community college bond measure requires a 55% majority. Because the District already has a trustee election scheduled for November and because there is a Special Election scheduled, placing a bond measure on the November 8 ballot will not increase the District's election costs by a significant amount. Therefore, the District administration recommended and the Board adopted in July a resolution ordering an election to authorize the District to issue \$468 million in general obligation bonds. The cost for the average taxpayer in San Mateo County will be \$52 per year—or only \$4.35 per month.

If you are a registered voter in San Mateo County, please vote Yes on Measure A on November 8.

Faculty needed for election phone banking & precinct walking. Please call AFT at x6491 to volunteer.