

NEGOTIATIONS UPDATE

Tentative Agreement ratified: What's next?

by Monica Malamud, AFT 1493 Negotiating Committee

Throughout the 2014-2015 school year, the AFT negotiating team worked hard with the goal of obtaining meaningful increases in medical benefits for both part-time and full-time faculty, as well as improvements to Article 19 (Part-time employment). At the end of the spring 2015 semester, contract negotiations with the District were at an impasse. Over the summer, the AFT and District teams continued to negotiate with the assistance of a mediator.

Agreement ratified by 98.7% of voters

Just before the beginning of this semester, a Tentative Agreement (TA) was reached. Your union's Executive Committee voted on August 21, 2015 to accept the Tentative Agreement and to submit it to the faculty for ratification. The TA was ratified by an overwhelming 98.7% (294 yes, 6 no) of the three hundred faculty members who cast their electronic vote earlier this month.

By approving the TA, the following changes go into effect:

1. The medical cap for full time faculty increases by \$50 for single, \$75 for two-party, and \$100 for family

coverage, effective January 1, 2015. (Full-time faculty will see these changes reflected in their September paycheck, and in October they will receive the retroactive amounts corresponding to January through August 2015).

2. The medical reimbursement for part-time faculty increases to up to \$1000 (from the current \$600) for Fall 2015, Spring 2016 and Fall 2016. Additionally, in the TA, the District and the AFT agree to "jointly conduct a survey to better understand the needs of part time faculty as it concerns medical benefits."

3. Small changes to Article 19 (Part-time employment).

The complete text of the just-ratified TA can be found on the AFT 1493 website, aft1493.org.

The 4.78% salary raise that all faculty are receiving this fall is the result of a formula that the District and the AFT negotiated in 2013. This formula ties faculty wage increases to changes in assessed valuation of properties in San Mateo County.

Medical caps for 2016 still being negotiated

The current contract extends to June 30, 2016. However, the agreement reached in 2013 still provides for a reopener on medical cap increases in fall 2015, to be effective January 2016. The medical reim-

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Fight for better medical benefits for part-timers continues

by Paul Rueckhaus, Skyline Part-Timer Co-Rep. & Michelle Kern, CSM Part-Timer Rep.

Since the Spring semester of 2015, AFT 1493 has made it a priority to fight for improved health benefits for part time employees. We've come a long way since we started this campaign in January and still have more ground to cover.

Last February, Local 1493 sent out a survey on medical benefits to all part-time faculty. The 201 responses from that survey revealed widespread challenges in meeting the financial demands of medical care and widespread dissatisfaction with the limited availability of health benefits for adjunct faculty (See full survey results on the AFT 1493 website, aft1493.org.)

Following some tough negotiation sessions and an impassioned appeal to the SMCCD Board of Trustees, we have made two significant gains in expanding health benefits for part-timers. Prior to the current academic year, adjunct faculty teaching at a 40% FTE (6 units) load were eligible to receive \$600 in reimbursements for medical expenditures approved

by their Division Deans. Beginning this academic year, faculty teaching 40% FTE or greater are entitled to \$1000 in reimbursements and no longer need to go through their Divisions for approval.

Use it or lose it

Looking forward, we are trying to further expand access to medical benefits for adjunct faculty either in the form of a greater stipend or eligibility for a district health plan (e.g., Kaiser). In order to make a strong case for any expansion, we need to show robust participation in the benefits that exist currently. So, if you are eligible for the stipend (adjunct faculty working 40% or more),

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**Tentative Agreement is ratified:
 What next?**

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bursement for part-time faculty for 2016 has already been set at up to \$1000 each for Spring and Fall 2016. The AFT negotiating team will start negotiating soon for medical cap increases to the full-time health benefits.

On September 17, 2015, David Feune, Interim Director of Human Resources, sent charts with the 2015 and 2016 medical plan premiums and contribution amounts. The 2015 charts reflect the actual medical plan premiums and contribution amounts, as just ratified in the TA. Faculty should note, however, that the 2016 charts are based on 2015 medical caps, not on yet-to-be-negotiated 2016 medical caps for full-time faculty.

As the current contract expires on June 30, 2016, and the entire contract will be open for negotiations then, the AFT will be seeking faculty input starting this semester. Faculty input, in conjunction with other factors, is carefully considered in order to develop the AFT's initial proposal to the District. Please think about any contract areas that you would like to see changed so that you can be ready to help us shape a proposal that reflects your opinion and improves the working conditions of all faculty.

The Advocate

The Advocate provides a forum for faculty to express their views, opinions and analyses on topics and issues related to faculty rights and working conditions, as well as education theory and practice, and the impact of contemporary political and social issues on higher education.

Some entries are written and submitted individually, while others are collaborative efforts. All faculty are encouraged to contribute.

The Advocate's editorial staff, along with the entire AFT 1493 Executive Committee, works to ensure that statements of fact are accurate. We recognize, respect, and support the right of faculty to freely and openly share their views without the threat of censorship.

**AFT 1493 Executive Committee/
 General Membership Meetings:**

- **Wednesday, October 14, Cañada College, Building 3, Room 104, 2:15 pm**
- **Wednesday, November 11, Skyline College, Building 6, Room 6203, 2:15 pm**
- **Wednesday, December 9, College of San Mateo, Building 5, Room 339, 2:15 pm**

Come to a meeting.

The Union is You!

Refreshments provided.

AFT 1493 discourages full-timers from taking on excessive overload

The following resolution was passed at the April 13, 2011 AFT 1493 Executive Committee meeting:

Whereas economic instability and budget cuts are affecting the employment status and livelihoods of part-time faculty in the SMCCCD,

Be it resolved, that the AFT 1493 Executive Committee recommend that full-time faculty members **seriously consider refraining from taking on excessive overload in situations where part-time faculty will be displaced from courses to which they would have otherwise been assigned.**



Strategic Campaign Initiative organizers on the move

By Katharine Harer, AFT 1493 Co-Vice President & Strategic Campaign Initiative Lead Organizer

Our union received a second year of funding from the CFT's Strategic Campaign Initiative (SCI) project, providing Katharine Harer and Michelle Kern with the precious commodities



Katharine Harer and Michelle Kern

of time and resources to carry out member and community outreach for our local. Last year we met with over 50 faculty members, designed award-winning new members' materials and sexy swag to share with our teachers, and signed up many new members to COPE (Committee on Political Education). COPE gives us a legal way to help fund the election campaigns of candidates for our Board of Trustees. (See the article on our recent Board endorsements on page 4.)

available and helping them to apply. The more part-timers who sign up to use the stipend, the better our argument to the District that part-time faculty need help paying for their healthcare.

Public education conference collaboration with K-12 teachers to be held March 19, 2016

We have also been collaborating with the Jefferson Elementary and Jefferson High School unions in Daly City to organize the first-ever public education conference: Schools Our Children Deserve set for Saturday March 19th, 2016 at Skyline College. This gathering is designed for families in North County -- parents and students -- as well as for community members, teachers and staff from pre-K through community college. The morning will start on a strong note with keynote speaker, Jeff Duncan-Andrade, followed by two rounds of breakout sessions covering issues and information relevant to the elementary, secondary

and community college experiences. Go to AFT1481.org/SchoolsOurChildrenDeserve to register and learn more about Schools Our Children Deserve. Registration is FREE until February 1st!

Part-Time Medical Stipend Campaign

Additionally, in the first year of our SCI grant, we were prime movers and shakers of the Part-Time Medical Stipend Campaign -- strategizing with our Executive Committee (EC,) making flyers, writing up calls to action and organizing a successful presentation to the Board of Trustees to support the work of our negotiating team. The result is a temporary improvement in the healthcare stipend (from \$600/semester to \$1000/semester for three semesters) and a commitment by the union and the District to do the right thing for our district's over 700 PT faculty by fall 2017.

This year we will continue to reach out to newer part-time and full-time hires through individual visits just as we did last year. We will come bearing tote bags full of gifts and COPE sign-up forms! Look for emails from us so that we can arrange our visits with you. We are also continuing to work on the part-time healthcare issue, educating our part-time colleagues about the stipend that is currently

Community Connections Survey

And there's more: your indefatigable SCI organizers will be sending all faculty a quick and easy Community Connections Survey to find out more about your involvement in the larger community. This will aid us in our efforts to create stronger ties with community groups that are working to make our county a better place. Issues around education, housing, food security and immigration, to name just a few areas, impact our students daily. Our union wants to be more connected. Please help us by filling out the survey when you see it in late September/early October.

We look forward to meeting as many of our members as possible. See you soon!

BOARD OF TRUSTEES

AFT Local 1493 endorses new candidate, Maurice Goodman, in November Board of Trustees election

In the November 3 election for our District's Board of Trustees, AFT Local 1493 has endorsed incumbents Dave Mandelkern and Karen Schwarz and we are excited to also endorse challenger Maurice Goodman, who has written the following statement about his background and expertise for the position. (Current Trustee Patricia Miljanich previously announced that she will not run for another term.)

A former student and graduate of the SMCCCD, now a father and husband, I worked as a legal professional for over eight years prior to turning to a career in educational leadership and youth development. After completing degrees in Administration of Justice and Paralegal Studies at Skyline College I went on to CSU East Bay where I received a BS in Criminal Justice. As a student I was elected an unprecedented two terms as Student Body President of Skyline College and Student Trustee of the College district. Most recently, I served as the Visitacion Valley Clubhouse Director for Boys & Girls Clubs of San Francisco and continue to volunteer with the S.F.P.D. in a continued effort to empower and support at-risk youth.

A native of the Bay Area, I have been a consistent figure in the community with years of leadership experience. I drafted a Community Empowerment and Crime Prevention Action Plan, which I presented to San Francisco community leaders and politicians as a suggested avenue to combat crime and poverty in the inner city. Ongoing, I work with local and state officials to promote a better quality of life for individuals in the urban community.

As a founding member of Bayview Hunters Point Mobilization for Adolescent Growth in Our Communities (BMAG-IC), a non-profit organization created by San Francisco Public Defender Jeff Adachi, I assisted in the planning and implementation of a 3,500 backpack giveaway program.

In 2008 I was elected to the Board of the South San Francisco Unified School District. I am currently serving my second term, where I was voted president twice. During my presidency there were multiple watershed moments in the history of the SSFUSD. I pushed to revamp each and

every Board policy and made them available online providing more transparency for the community. Policy changes included an anti-bullying policy that continues to make our schools safer for every student, teacher or staff regardless of race, gender identity or religion.

Additionally, I introduced policies and resolutions that promoted cultural diversity, equity, restorative justice and improved working conditions for all. I also provided leadership in the planning and approval of our bond program, working with the Building and Trades to draft and pass a PLA that secured local jobs during a time our community was experiencing high levels of unemployment. The passage

of our bond secured funds for our District saving millions of dollars through our solar program.

Additionally, as a result of my leadership, there will be two new schools built along with 2 state-of-the-art athletic facilities. I played a key role in Skyline College's partnership with the South San Francisco Unified School District in having the first Middle College program in North County providing countless youth with opportunities that were not afforded to them in the past.

Of the many accomplishments I had while on the School Board, my proudest contribution is the amount of in-house promotions and diversity in hirings that were made possible as a result of

my leadership as President.

Along with the aforementioned experience, I plan to bring a unique perspective of a former student leader, youth developer, educator and elected official. I will utilize my relationships as an elected official and educator to improve the relationships between our campuses and the local high schools, creating and maintaining partnerships like our District's three Middle College programs.

I will draw from my experience to ensure that there is no drop off in leadership or Board continuity. I will focus on the ever-growing concerns over medical benefits and support the District's workforce housing expansion plans. I will work with my fellow Board members to provide a clear directive to administration to address the excessive professor workload through open and respectful dialogue.



Maurice Goodman

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AFT Local 1493's Executive Committee makes plans for 2015-16 academic year at annual retreat

By Katharine Harer, AFT 1493 Co-Vice President & Strategic Campaign Initiative Lead Organizer

The Executive Committee (EC) of AFT 1493 held a very productive annual retreat on Friday, August 21, at Cañada Vista, with representatives from all three campuses participating. The retreat was made sweeter due to the presence of Salumeh Eslamieh's baby, Kasra, a good-tempered and happy addition to the group.

Planning for the year ahead

Two lively sessions on increasing union activism were led by local President, Teeka James, and Strategic Campaign Organizers, Katharine Harer & Michelle Kern. Together we pumped up our energies and honed our commitments, talking honestly about our roles as EC representatives and what each of us plans to do in order to support faculty in our district.

After a brief break, the EC learned more about the planned March 19, 2016, Public Education Conference that is being organized by various AFT Locals in San Mateo County.

During the second half of the Retreat, Chief Negotiator, Joaquin Rivera, discussed the outcome of the Contract Mediation session held over the summer. A compromise agreement was tentatively reached on the Part Time Medical

Stipend issue, and we talked about how to enact substantive improvements for Part Time Health Care in the next contract period. (See articles on page 1.)

Board of Trustees election

Rivera also filled us in on some unexpected news regarding the upcoming Board of Trustees election: incumbent Pat Miljanich decided at the last minute not to run for the Board, and we will be interviewing candidates to see who we may want to endorse. (The week after the retreat members of the EC interviewed four Board candidates. Following the interviews, the Local was excited to endorse new candidate Maurice D. Goodman and we also endorsed incumbents Dave Mandelkern and Karen Schwarz.) (See article on page 4.)

At the end of this energizing half-day, we sat on the patio eating a light dinner, sipping libations and enjoying a little time away from work and worry. In other words, we socialized! Thanks to the local's Executive Secretary, Dan Kaplan, for bringing all the great refreshments.

Your union leadership is revitalized and ready for action!

AFT 1493 endorses Maurice Goodman for Board of Trustees
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Below are a few of my current and former titles:

- Committee Chair, Operation Genesis
- Clerk, South San Francisco Unified School District Board
- Board Member, Renaissance Parents of Success
- Former President, South San Francisco Unified School District Board (2 Terms)
- Former Class President & Graduate, Jefferson High School
- Former Student Body President, Skyline College
- Former Student Trustee, San Mateo County Community College District
- Former African Student Alliance President, Skyline College
- Former Chair, California Student Association of Community Colleges Black Caucus

- Former Regional Chair, California Student Association of Community Colleges
- Founding Member, Community Non-Profit "BMAGIC"
- Volunteer Coach, Daly City Titans Youth Football Association
- Former PTA Member, Spruce Elementary School
- Site Council Member, Buri Buri Elementary School
- Member, Martin Luther King / Marcus Garvey Crime Prevention & Community Empowerment Committee
- Volunteer Chair, San Mateo County Red Cross
- Representative, San Bruno & Pacifica City Safety Committee

With your support and votes, I will advocate on behalf of your interest in a passionate, independent progressive manor. I will be a humble steward of our great District with an open mind holding student learning and success as the highest priority. Support me in being the next member of the San Mateo County Community College Board.

CITY COLLEGE ACCREDITATION FIGHT**Resolution calling on ACCJC to grant CCSF full accreditation is endorsed by AFT 1493, Chancellor Galatolo and the San Mateo County Central Labor Council**

Faculty at City College of San Francisco (CCSF) have been circulating a detailed petition to the **Accrediting Commission for Community and Junior Colleges (ACCJC)**, calling on the Commission to fully accredit CCSF until the next time it would be normally evaluated, which is 2018. The resolution has been endorsed by Chancellor Ron Galatolo, AFT 1493 and, on September 15, by the San Mateo County Central Labor Council (SMCCLC). Endorsees have also sent their endorsement of the resolution to the ACCJC.

The resolution explains the purpose of accreditation and how the ACCJC has been empowered. It then explains the U.S. Department of Education (DOE) goal for accreditation and lays out the findings of the ACCJC's 2012 visiting team whose findings strongly suggest that CCSF exceeded the U.S. DOE goals for accreditation because, among other things, it offered "high-quality instruction" and "comprehensive" student services. The resolution questions the ACCJC's claims about the poor state of CCSF's finances.

It provides other descriptions offered about the better than average educational programs at CCSF. It then covers many of ACCJC's own deficiencies as pointed out by the U.S. Department of Education and a state government audit of the ACCJC and indicates that the ACCJC, according to a judge, engaged in "significant unlawful practices" when deciding to close CCSF. It ends by describing how the state-imposed special trustee was extremely critical of CCSF and how he said things about the college to the ACCJC that encouraged the ACCJC to close CCSF. However, under oath, last year, he declared CCSF to be in substantial compliance with accreditation standard.

The resolution concludes that CCSF should be fully accredited so

that this extremely questionable accreditation crisis can be brought to an end.

The full resolution can be read on AFT 1493's website, aft1493.org. Below is a copy of the endorsement letter sent by the Labor Council to the Accrediting Commission.

San Mateo County Central Labor Council

AFL-CIO ■ Organizing for Justice in Our Community
www.sanmateolaborcouncil.org

September 15, 2015

The Accrediting Commission for Community and Junior Colleges
Western Association of Schools and Colleges
10 Commercial Boulevard, Suite 204
Novato, CA 94949

Re: City College of San Francisco Accreditation

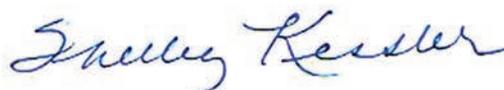
Dear Commissioners,

Enclosed please find the *Resolution Calling on the ACCJC to Grant City College of San Francisco Full Accreditation* which was passed by the San Mateo County Central Labor Council on September 14, 2015. This Council is labor's coordinating body for 110 local unions, representing over 75,000 union members and their families in San Mateo County

We urge the ACCJC to immediately declare City College of San Francisco fully accredited.

Thank you for your consideration and time.

Sincerely,



Shelley Kessler
Executive Secretary-Treasurer

A Dickensian retirement

By Anita Fisher, CSM psychology professor emerita & member of DART (District Association of Retired Teachers)

I've been retired since 2001 after 32 years as a full-time faculty member and I've come to the conclusion that retirement can be something out of Dickens. For example:



Anita Fisher

1. The Best of Times: I love getting up in the morning with a cup of coffee and the New York Times and not having to rush to class.

The Worst of Times: the news is so bad these days: climate change, nuclear proliferation, refugees--that I've considered canceling my Times subscription that I've had most of my adult life.

2. The Best of Times: I have time to get plenty of exercise and I'm actually a godmother to an English Lab that I walk almost every day.

The Worst of Times: Have you noticed all the traffic and building that's taken place in our beloved Bay Area? It's hard to smell the roses when you're walking and inhaling construction fumes. Does that cancel out the benefits of my exercise?

3. The Best of Times: I have plenty of leisure time and can visit old haunts. I went to C.S.M. recently and was amazed at the new buildings and beautiful views.

The Worst of Times: When I started looking around at faculty offices and talking to people at C.S.M. it confirmed my knowledge of the many changes from the district heyday of the late sixties and the 1970s. (Prop 13 really was the beginning of the end of the golden time.) Things seem more like an academic factory now (though nicely appointed) than an academic community, with so many administrators and part-time faculty and few full-timers. If you were there in the seventies you know what I mean.

4. The Best of Times: Since I no longer have to be current in my erstwhile field (psychology) I can learn more about all kinds of interesting things--trees, plants, cooking, poetry.

The Worst of Times: I've not added to my knowledge in any of these areas, however I've become pretty good at Sudoku.

5. The Best of Times: In regard to number 4, the pressure to learn things to impress others with how smart one would like to appear is reduced when retired.

The Worst of Times: In reality, to impress anyone now would really be a stretch, as one's memory and retention processes tend to implode as one ages, along with one's driving skills.

6. The Best of Times: There is much more time to travel off-season and explore the world.

The Worst of Times: Have you been on an airplane lately? Do you know anyone with a private plane?

7. The Best of Times: In retirement I can spend much more time with my young grandchildren. I can read to them and tell them stories.

The Worst of Times: Although they're good kids and they humor me, my grandchildren would rather do Mine-craft than listen to my stories.

8. The Best of Times: I can stay up late and watch noir British detective series and recommended films.

The Worst of Times: Even with the volume up embarrassingly high I can't understand the British regional dialects and low volume mutterings in film. Why can't the English speak English? Or is it just my diminished ability to process?

9. The Best of Times: Retirement is a second chance to light a creative spark--art, music, authorship. Grandma Moses did it and many people seem to be writing first books at later ages.

The Worst of Times: I guess I've been lucky. I haven't had to repress creative urges because I haven't really had any in the past. It's a sign of maturity to know one's limitations and hey, there are good museums and libraries around so we can admire the talent of others.

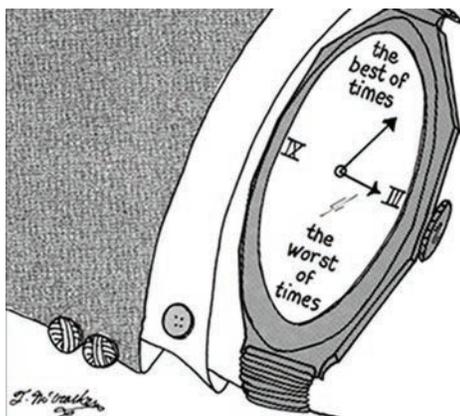
10. The Best of Times: Retirement is an adventure in discovery, a time to discover the real me.

The Worst of Times: Wait, I was a psychologist after all and one of our truisms is that there is no real me. People do change their core behaviors as situations change. Unless they don't, of course.

11. The Best of Times: I have much more time to spend with my retired husband.

The Worst of Times: I have much more time to spend with my retired husband.

Seriously folks, even though I have wonderful memories of my time at CSM (it really was a dream job) and faculty and students who influenced me enormously, I find retirement to be a far, far better thing. It is the spring of hope, not the winter of despair. There is much to do out here and I am never bored, just grateful for the choices that await me.



Fight for better medical benefits for part-timers

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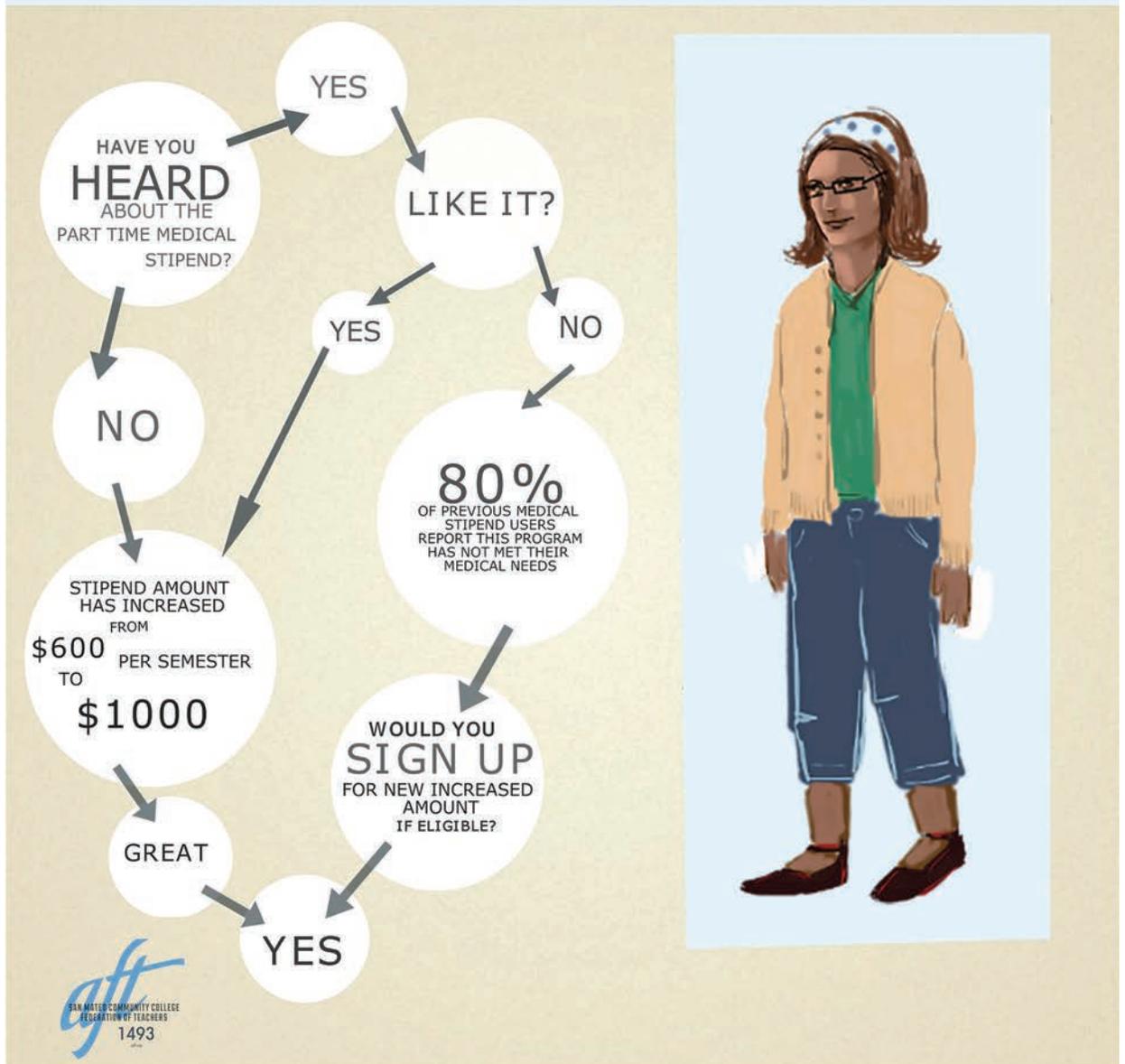
you can contact Anahi Aguilar (aguilara@smccd.edu) to sign up before the deadline at the end of the semester. If you teach less than a 40% load and do not have a medical plan, let the Union know your concerns.

While we've made some significant improvements to our part-time medical benefits plan in a short amount of time, we still rank close to the bottom of other community college districts in terms of providing health coverage to

their adjunct faculty. We have more work to do in order to offer an adequate medical benefit option for dedicated part timers who have given their time and energy to the students in this district. We'll need your help to continue to make the case for ongoing expansions of medical benefits, so please respond to surveys and requests for action as we'll be reaching out to you often on this issue.

Contact Michelle Kern (kern@aft1493.org) for any questions, and if you'd like her to visit to talk about signing up or to share your ideas for this campaign.

**PART-TIME MEDICAL STIPEND:
SIGN UP NOW!**



- ✓ When surveyed last year, 47% of PTERS who answered the survey said they were not using the SMCCD medical stipend program because they were not aware of its existence.
- ✓ AFT 1493 is hoping to expand the use of this program to demonstrate that there is need for better medical benefits for SMCCD part-timers.

- ✓ Your union gained an increase from \$600 to \$1000 per semester, in a pilot program to run through the end of our current contract. If you need help with your application, we can assist you. Please apply!
- ✓ To qualify, you must be at 40% load or over. HR will send out applications via email before the end of each semester.

graphic by Michelle Kern