

CONTRACT CAMPAIGN UPDATE

## AFT & District negotiators back at the table

by Katharine Harer, AFT 1493 Co-Vice President & Strategic Campaign Organizer

Our AFT bargaining team is back at the table. The District and the Board of Trustees realized a change was needed



AFT 1493 Strategic Campaign Organizers Michelle Kern & Katharine Harer

in the status quo around contract negotiations. Seven months into the process with the brick wall of Fact Finding skirted -- for the time being -- we are back at the table. The District made changes to its team, brought in a Facilitator and removed their Chief Negotiator, Eugene Whitlock. These sessions are confidential, but the one thing we can tell you is that there is progress because the two sides are talking again.

### You made it happen

Why did the District and the Board move to change up the process, to put the declaration of impasse aside and re-start negotiations? Our analysis is pretty simple: YOU spoke out, YOU stood up, YOU showed up. You let the powers that be know that the issues under consideration mattered to you and you wanted a fair contract -- if not now, pretty damn soon. The union's goal during this contract campaign was to get the two sides back to the table, and that's what's happening.

You've worn your RED AFT t-shirts every *No Take Back Tuesday* for nearly three months. More than 500 of you signed the Workload Equity Petition. Sixty of you sent messages to the Board through our Action Network site, and we hand-delivered them for you. You put up door signs and wore stickers. You showed up at multiple Board meetings. On December 14, smack in the middle of Finals Week, over 30 of you responded to our call and participated in a silent protest in the Board Room. You held large signs that read:



A few of the over 30 faculty members who protested silently at Dec. 14 Board meeting

"We Are Waiting," "Fair Contract Now," and "We Deserve Respect." You stood all along the back and sides of the room, holding your signs, saying nothing, for nearly two hours. You made your point.

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## Students walk out & organize in response to Presidential election

by Alfredo Olguín Jr, SMCCCD Rise Up activist

On November 21, 2016 at 10:30am, Skyline College, College of San Mateo, and Cañada College synchronously walked out in solidarity with the marginalized communities who had been directly targeted throughout the 2016 presidential election. Living in the diverse microcosm known



Skyline College students walk out on November 21, 2016

as the Bay Area, the disturbing rhetoric and policy from the GOP candidate, which invoked fear in the lives of many, simultaneously sparked a fervent desire to mobilize in the hearts of students within the San Mateo County Community College District. In the span of roughly two weeks, students on all three campuses united and immediately planned the walk-out.

Noting the unavoidable fundamental issue of white supremacy that is sustained through deep-rooted systemic and institutional social, political, economic, psychological, and spiritual oppression, our tactics centered the struggles of our distinctly diverse community. In order to combat those difficulties of everyday life, we strategically organized. During the day of

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## BENEFITS FOR ADJUNCTS

# What's new with Unemployment Insurance Benefits for part-time faculty?

by Monica Malamud, AFT 1493 President

What's new with Unemployment Insurance Benefits for part-time faculty? In one word: nothing.

As part of a weekly update email sent to all employees in late January, Cañada College President Jamillah Moore notified staff of a Department of Labor advisory letter issued on December 22, 2016.

The advisory ([https://wdr.doleta.gov/directives/attach/UIPL/UIPL\\_5-17.pdf](https://wdr.doleta.gov/directives/attach/UIPL/UIPL_5-17.pdf)) provides guidelines for the interpretation of how unemployment compensation applies to public education workers. This unemployment insurance program letter, UIPL 5-17, aims to provide clarification and further examples beyond what was stated three decades ago, in the UIPL 4-87, an advisory letter on the same subject issued on December 24, 1986.

Even though this recent advisory is a newly written document, it does not reference any recent changes in the law. In fact, among the twelve references cited, only one is post-1987, and it is another advisory letter dated 1993.

In California, there is case law on the matter of unemployment insurance benefits for part-timers: the 1989 ruling known as the "Cervisi decision". This case, which Cervisi (a part-timer at CCSF), with the assistance of the California Federation of Teachers (CFT), won against the California Unemployment Insurance Appeals Board, clearly establishes that a part-timer is eligible to receive unemployment benefits at the end of an academic term.

The letter from the Department of Labor may make it easier for part-timers in most other states to receive their unemployment benefits, but it has no effect in California, because of the Cervisi court ruling, nor in Washington, because there is state legislation on this matter. AFT 1493 has verified this with the legal department of the AFT in Washington D.C.

In summary, part-timers in our District and all other community colleges in California still qualify for unemployment insurance benefits.

## 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 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.**

# Union & Contract 101: A Primer or Refresher

by Monica Malamud, AFT 1493 President

Whether you are a recently-hired faculty member, a veteran in our district, or somewhere in between, here's a "introductory primer", or a "quick refresher" (whatever the case may be for you) to our union and our contract.

## What is AFT 1493?

AFT Local 1493, our local union, is the exclusive and sole negotiation agent for all faculty in our District. This means that AFT 1493 represents each and every faculty member in the District. It also means that faculty cannot negotiate individually.

## What are the union's primary responsibilities?

- A. Contract negotiations
- B. Contract enforcement

The union represents all faculty, whether they are union members or not, in contract negotiations and when issues arise regarding the enforcement of the contract. In addition to these primary responsibilities, the union is involved in other activities, both within our District and beyond.

## There are laws... so why do we need a contract?

Although there are laws, both at the federal and state levels, governing many aspects of labor relations, not everything is covered in the law.

Often, locally negotiated items in a contract serve as catalysts for new legislation. Once legislation is in place, many workers will benefit from it without the need to include it in each contract. For this reason, our local, along with our state organization (California Federation of Teachers) and our national union, also engages in activities that promote the passage of legislation.

## What is the contract?

The contract, also called our collective bargaining agreement (CBA), is an agreement between two parties, in our case, the Board of Trustees and AFT 1493, our faculty union. The contract contains provisions about wages, hours, and other terms and conditions of employment.

What are contract negotiations?

During contract negotiations, both parties, through their representatives (negotiating teams), make proposals and discuss them in a collaborative process that eventually results in a tentative agreement.

## Who can make changes to the contract?

Changes to the contract cannot be made unilaterally, both parties must agree.

## When can you negotiate changes to the contract?

Contracts are effective for a mutually agreed period of time, and modifications can be made only during contract negotiations.

## What can you negotiate on?

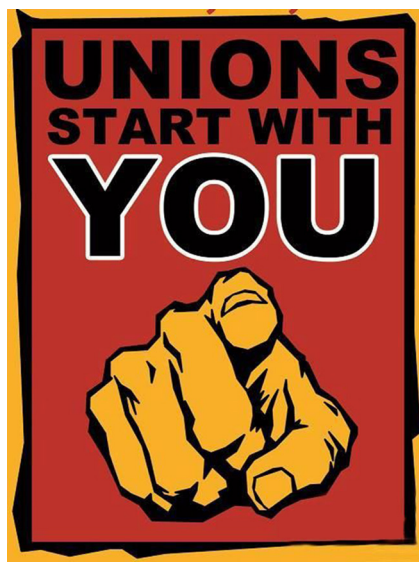
Before starting contract negotiations, both parties make their initial proposals. Only items included in the initial proposals can be negotiated during each round of negotiations.

## Am I a union member?

The vast majority of faculty in our district are union members. Whether you are a union member or not, there is a deduction for "AFT – Union Dues / Agency Fees" in every pay period. Call a union rep (see listing on page 2) if you need to verify your membership status.

Members have many benefits: education scholarships for members and their dependents, \$1,000,000 occupational liability insurance coverage for work-related lawsuits, and a host of discounts on insurance, financial and legal services, as well as shopping, travel and entertainment.

If you'd like to see a Union 102 article in a future *Advocate*, please let us know. Are there specific topics you'd like us to cover? What did you always want to know about the AFT, but were afraid to ask?



# Joyce Unger, early AFT 1493 leader & bargaining team member and co-founder of Skyline's WIT program

Joyce Unger, after a 13-year battle with cancer, died Dec. 3, 2016.

Joyce came to Skyline from Cabrillo College in 1973 and immediately became one of the leaders in the fight to certify AFT as the District bargaining agent. Once we had won -- after three close elections -- Joyce spent many years as Skyline's Union Chair and as a member of the bargaining team.

That bargaining team, led by Pat Manning and John Kirk, achieved model contracts with many of the clauses faculty still benefit from and defend today. Just a few of the important victories that Joyce helped the AFT to win: A guarantee of 3 units of release time for the work of the Union Chair. Prior to that, all union work was unpaid; Agreement on a written grievance procedure so every grievance negotiation didn't come down to a law suit or threat of a law suit; Written guidelines for part-timers providing evidence that they were laid off each June with no guarantee of work in the fall, and therefore eligible for unemployment over the summer, a major win with statewide effects. As a result of these victories, two long-time and very strongly anti-union Board members decided to retire, and Joyce and other union activists worked to elect union-friendly Board members.

Joyce, along with Betty Kaupp and Dorothy Dutcher, established Skyline's Women in Transition (WIT) program, which assisted hundreds of women returning to school after a hiatus, often spent rearing children, to succeed in their studies and go on to achieve Bachelor's and higher degrees. The WIT program was one of the first Learning Communities initiated at Skyline.

She is survived by husband Richard, son Zac, daughter-in-law Shona and her three grandchildren.

This is a deep loss for the union, Skyline and the whole SMCCCD community.

*Submitted by Rich Yurman, retired Skyline College English & Math faculty member*

**Joyce Unger**  
**December 16, 1942 – December 3, 2016**

Joyce Unger, beloved wife, mother, grandmother, friend, teacher, and mentor, died peacefully at home surrounded by

her family. For 13 years she determinedly confronted three episodes of lymphoma, complicated by pulmonary fungal infections and ultimately non-small cell lung cancer, which ended her life. After each encounter, Joyce got up and enjoyed living her life to the fullest, including grand-parenting her three wonderful grandchildren.

Joyce was born in 1942 to Caroline and Charles Brodsky in Newark, NJ. Carol and Charlie were early AFT Union organizers and activists.

At the University of Pennsylvania in 1964 she met Richard Unger, her husband for 51 wonderful years. Joyce and Richard attended the University of Wisconsin, Madison, where Joyce received her MSSW degree, then went on to Berkeley in 1966 where she worked for several years in social work and earned her MPH degree from UCB in 1971. She then developed the first health education, referral and counseling program at Cabrillo College in Santa Cruz.

In 1973 she moved to the San Francisco Bay Area. In 1974 she became Professor of Social Science at Skyline College, San Bruno where she pioneered "Women in Transition" (a women's college re-entry program), built the Women's Studies Curriculum, and worked as campus organizer for the fledgling local of the American Federation of Teachers.

In retirement Joyce became a distance walker, walking her first full marathon at age 56 as a fund raiser for the Leukemia and Lymphoma Society. Many marathons and half marathons followed. Joyce was especially proud of a marathon she walked while receiving chemotherapy for lymphoma.

An ardent supporter of the End of Life Option Act, she made multiple trips to Sacramento with Compassion and Choices to advocate for this ultimately successful legislation.

Joyce wished to be remembered as determined, thorny, intelligent, funny, and intolerant of pretension. She had a fast and warm smile, and a delightfully wicked sense of humor.

A memorial service and life celebration will be held on February 19, 2017. Please contact Joyce's family for detailed information.

*Excerpted from a much longer SF Chronicle obituary published Jan. 3, 2017, available on-line at SFGate*



*Joyce Unger*

**AFT STUDENT SCHOLARSHIPS**

## Let your students know about the 2017-2018 Joe McDonough AFT Social Justice Scholarship & the AFT 1493 Union Scholarship

In the tradition of CSM Professor Joe McDonough's social activism and AFT 1493 Union work, the annual Joe McDonough AFT Social Justice Scholarship will award \$5000 to a SMCCCD student who is actively involved in the fight for social justice. The application is available on the Opportunities website of the SMCCCD Foundation at: [smccd.academicworks.com](http://smccd.academicworks.com) and the deadline is February 28. Faculty, please encourage students who meet these criteria to apply.

Applicants must demonstrate involvement in an organization working to achieve social justice, helping to create a just society. This activity can be through a campus organization or club, or a community group/organization. Examples include (but are not limited to): BSU, Black Lives Matter, DREAMER/DACA, LGBT rights, Third World student groups, anti-death penalty, global justice, disability rights, environmental work and racism, to name just a few. DREAMERS and DACA encouraged to apply.

Ideally, this scholarship will allow a student to work fewer hours and participate in activities including volunteer service or internships with organizations that promote equity, civil rights and other social justice imperatives.

### Supplemental Questions & Essay

1. Are you a DREAMER or DACA?
2. Write a 500-word essay answering the following ques-

tions: Why are you involved in social justice work and why is it a vehicle for change? Describe activities you've been involved in that advance social justice in your community or on your campus.

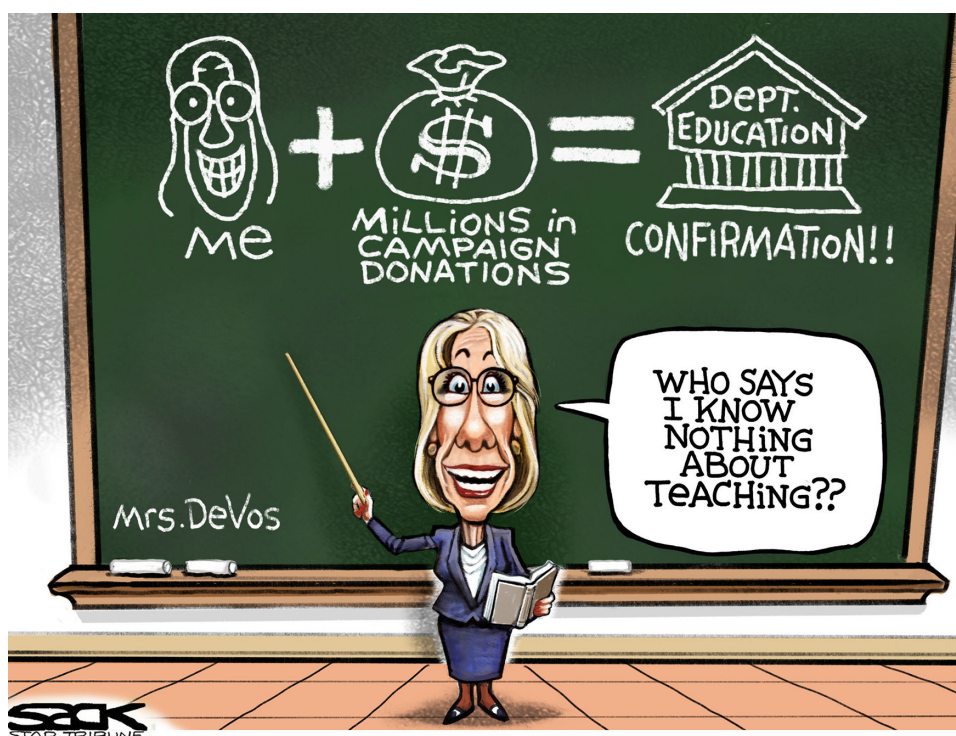
3. Provide a second letter of recommendation by someone directly involved in your social activism work. Include her/his phone number.

### Requirements

- Demonstrates financial need
- Continuing full time student or re-entry full time student within SMCCCD
- GPA – minimum 3.0
- Must be involved in social justice work

### AFT 1493 Union Scholarship

The AFT 1493 Union Scholarship Fund also awards scholarships to students committed to social justice issues. These scholarship are for students who participate in community service activities and they give special consideration to students who have begun their college career in Basic Skills and/or ESL courses. Two \$1000 scholarships are awarded annually. Again, we ask that faculty please encourage students who meet these criteria to apply.



## SMCCCD students walk out and organize

*continued from page 1*

the walk-out, a list of 12 demands were presented on each campus, outlining a multitude of inclusive needs we as students viewed necessary in order to sustain and advance the education and well being for members of marginalized com-

goal. With that being said, this call for solidarity extends beyond allies on our campuses; anyone who views our agenda as imperative for the prosperity of students and our community as a whole is welcome.

We currently attend all Board of Trustees meetings for the District and have regular group meetings that are still



*SMCCCD Rise Up community*

munities, on our campuses and throughout the community. Conscious of what has come before, what is happening now, and what is yet to come, this was not a desolate protest of an individual placed in power but a crucial component from the continuous fight for liberation. The passion that unified the three campuses additionally birthed the student led community group, SMCCCD Rise Up.



*CSM students walk out on November 21, 2016*

The SMCCCD Rise Up community is a faceless group that is not a recognized club on any campus. We consist of students from a large range of backgrounds and identities, with individuals possessing the strength of mothers and fathers, and the perseverance of formerly incarcerated youth. Together we are students who deemed the current social and political climate as hostile towards oppressed people in the United States and the World. Connecting the struggles throughout our communities in the United States to the international fight for liberation, our goals are set to create more equitable campuses, communities, and thus an entire World. In a society where this is a challenging task and understanding the laborious duty that this entails, we understand the role of professors as indisputably intrinsic if success is a feasible

being adapted into a definite schedule. Certain goals of our group have already become reality. For example, our district has passed a resolution that declares our campuses "Safe Havens" and our administrations have implemented, or are implementing, DREAM/DREAMer Centers on each campus; this necessity was not available on campus prior to the demand. Moving forward, we envision our group to grow and directly include our allies on each campus, including you—the professors. We believe that without students there is no need for academic institutions, but without professors our hunger for learning becomes an uninhabitable thought. Thank you.

## SMCCCD Student Demands

1. Sanctuary Campuses & Dream Centers
2. Transparency on fund allocation & equal resources on all campuses. Enhancing counseling services for LGBT students and other marginalized students. Spiritual rooms
3. Promote open and safe campuses for all. 24/7 access for student use by using student ID.
4. Workshops centered around cultural sensitivity/ally awareness for all SMCCCD employees & student-serving positions (Student Senate).
  - a. Microaggressions workshops, cultural fluency workshops.
5. Ensure the protection and expansion of Diversity Studies, including without limitation: LGBTQ+ Studies, Ethnic Studies, and Women and Gender Studies.
6. Engage in efforts for housing assistance programs and homeless resources on each campus, especially for high-risk students.
  - a. legal assistance and exposure to available outside organizations

*continued on the next page*

## AFT 1493 passes resolution in support of student organizing

*The following resolution, titled "In Affirmation of Faculty Support for Students" was passed unanimously by the AFT 1493 Executive Committee on December 14, 2016:*

Whereas, the 2016 electoral season included divisive rhetoric targeted at women, LGBTQ people, persons with disabilities, Muslims and other religious minorities, immigrants (both documented and undocumented), DREAMERS (Development, Relief & Education of Alien Minors DREAM ACT), DAPA (Deferred Action for Parents of Americans), DACA (Deferred Action for Childhood Arrivals) students, and people of color;

Whereas, in light of the results of the 2016 election, the San Mateo Community College Federation of Teachers, AFT Local 1493, with nearly 1000 faculty members teaching in the three colleges of the San Mateo County Community College District (SMCCCD), has witnessed our students expressing, in both public and private, confusion, anxiety, fear for their physical safety and well-being, and concerns about their individual rights, all of which negatively impact the achievement of their educational goals;

Whereas, the mission of our colleges is to serve and support all students to achieve student success, and the core value of this student focus requires us to address the needs of students in our actions, work harmoniously, and show compassion;

And whereas, our DACA and DAPA students are in distress and fearful of imminent deportations by the newly elected U.S. President, and this is affecting their motivation to continue their education;

Therefore, Be It Resolved, that AFT Local 1493 reaffirms its commitment, as a representative body of the SMCCCD faculty, to fostering a diverse, inclusive, and safe learning environment for all students, free from discrimination, bullying, harassment, and fear,

Be It Further Resolved, that AFT Local 1493 encourages

faculty members to use the learning environment to show compassion and support for students who may be experiencing anxiety, uncertainty, and fear in the current political climate,

Be It Further Resolved, that AFT Local 1493 strongly supports the recent letter from University of California President Janet Napolitano, California State University Chancellor Tim White, and California Community College Chancellor Eloy Ortiz Oakley urging President-elect Donald Trump to continue the DACA program,

Be It Further Resolved, that AFT Local 1493 will examine every legal measure to assure that our colleges are safe places for the continuation of the education of all our students, and in particular for our DACA and DAPA students and all other targeted populations,

Be It Further Resolved, that AFT Local 1493 will urge the SMCCCD to adopt the following recommendations from California Community College Chancellor Eloy Ortiz Oakley;

- District police departments should not detain, question or arrest any individual solely on the basis of (suspected) undocumented immigration status.
- Districts should not cooperate with any federal effort to create a registry of individuals based on any protected characteristics such as religion, national origin, race or sexual orientation.
- No confidential student records should be released without a judicial warrant, subpoena or court order, unless authorized by the student or required by law.

Be It Finally Resolved, that AFT Local 1493 will urge the SMCCCD to work with the cities of San Mateo, San Bruno, and Redwood City to examine the policies and procedures that can potentially make the SMCCCD Colleges a Sanctuary or a "safe zone" as described in SB 54 in order to protect the safety and security of our students, faculty, staff, and the broader community.

7. *Extend and expand cultural community gatherings on our campuses for all races and ethnicities.*
8. *Expansion of psychological services, specifically pertaining to counseling for hate crimes, LGBTQ+ issues, sexual assault, comprehensive training for mental health services.*
9. *Public Safety must be community oriented vs. police. No introduction of PD on campus. Yearly evaluation with a public forum. Direct filing system for complaints. Possibly taking away predatory ticket giving. NO FURTHER ARMING.*
10. *Senate for hate crimes created by students.*
11. *Environmental Sustainability.*
12. *FREE COMMUNITY COLLEGE.*

An in depth description of the demands can be provided if requested; contact via Facebook, 'SMCCD Rise Up'.

Email: [smcccdcommunity@gmail.com](mailto:smcccdcommunity@gmail.com)



*Cañada College students walk out on November 21, 2016*

## More frequent faculty evaluations do not lead to improved teaching quality

The following letter to The Advocate was received last November, but we were unable to include it in the December 2016 issue for space reasons. —Ed.

Swamped with work, like many of you, I am only now able to respond to Vice Chancellor Kathy Blackwood's curious proposal and justification with respect to increased faculty evaluations in an email sent by her office to all faculty members entitled "Negotiations Update," dated Oct 17th 2016. In her email she states,

*"All faculty would be evaluated in the classroom once every **three years** (similar to all of your peers in the Bay 10) ... The District has also proposed student feedback surveys for every class – the norm in higher education ... to facilitate continued support for teaching excellence."*

I, and many of my peers, would probably welcome any change that materially improved "teaching excellence" – at least changes that did not come at a cost in excess of the benefit. What puzzled me about this increased faculty evaluation proposal was the lack of evidence provided to support the assertion that more frequent faculty and student evaluations lead to "teaching excellence." What at first blush seems logical instead appears, after looking at the researched literature in this area, much less so. In fact, increasing evaluations might just make education less excellent. Let me provide an example to help illustrate my point. In the *Economics of Education Review*, Volume 27, Issue 4, Aug 2008, pgs 417-428, one study of student evaluation of faculty found that after:

*"Using data on 4 years of courses at American University, regression results show that actual grades have a significant, positive effect on student evaluations of teaching (SETs), controlling for expected grade and fixed effects for both faculty and courses, and for possible endogeneity. Implications are that the SET is a faulty measure of teaching quality and grades a faulty signal of future job performance. **Students, faculty, and provost appear to be engaged in an individually rational but socially destructive game of grade inflation centered on the link between SETs and grades.**"*

This isn't exactly surprising to those of us long in the teaching tooth. One can imagine faculty, especially part time faculty hunting for a job, feeling pressure to ensure that her student evaluations were sufficiently **more** "positive" – at least more positive relative to her peers. "Better student" evaluations could go quite far toward ensuring sufficient enrollments in subsequent semesters. This pressure to appear positively evaluated could create a sort of grade inflation arms race—hardly an environment conducive to educational excellence. As I said, in the beginning this proposal was curious for its lack of evidence. Perhaps Vice Chancellor Blackwood could let us know from what studies she drew her conclusions about evaluations and teaching excellence.

**Paul Roscelli**  
Professor of Economics and Accounting  
Cañada College

# the Advocate

award-winning newsletter of  
AFT Local 1493

in our **40th** year of proudly  
representing the interests of the  
faculty of the San Mateo County  
Community College District



# Adjunct faculty need to be fairly compensated for attending meetings, trainings and flex activities

by Barbara Corzonkoff, Adjunct Faculty Member, Skyline College Business Division

I thoroughly enjoy teaching as an adjunct faculty member at Skyline College. I usually think I am a truly valued member of Skyline College because of the knowledge, expertise and caring attitude that I bring to the college and the students.

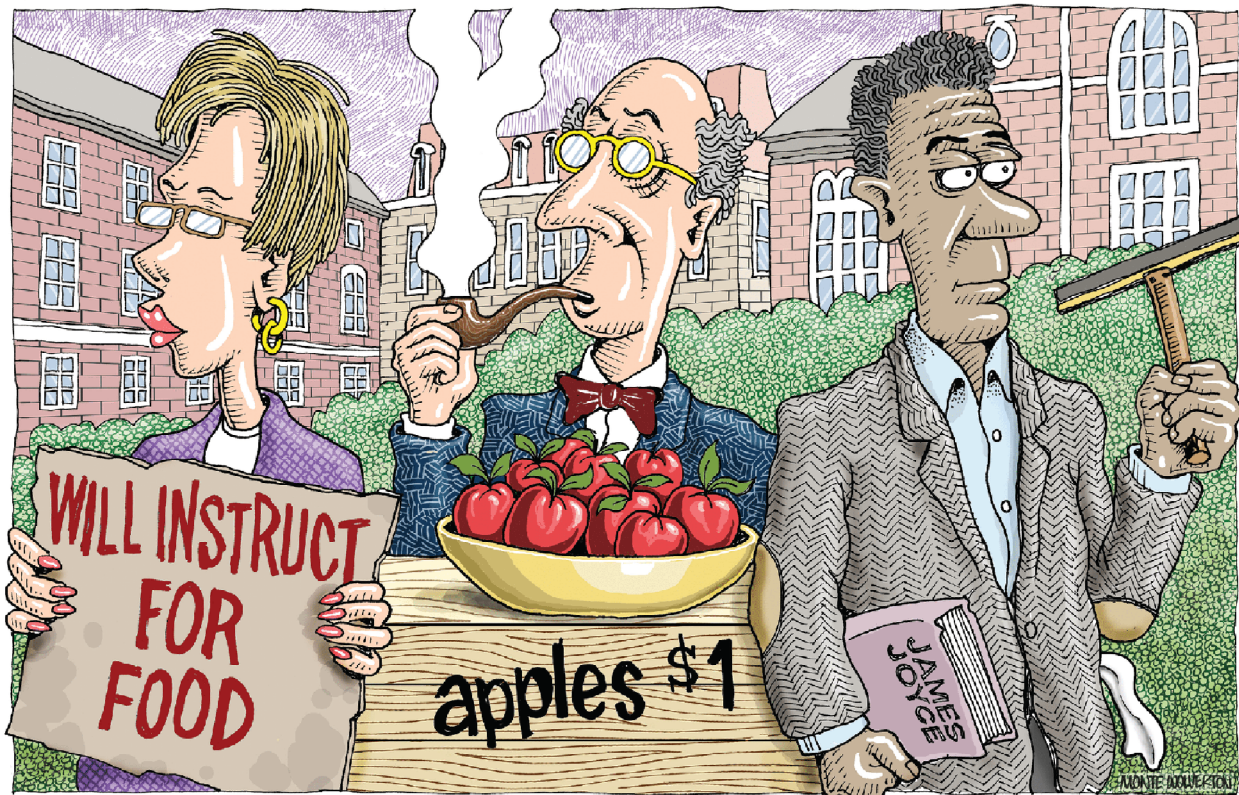
However, when I attend the opening day flex activities, or a division or department meeting, activity or training on a day other than ones I am scheduled to work, compensation becomes a real puzzle. It seems that on all days that I am not scheduled to work, but I come to the campus to participate so I am engaged and knowledgeable about the college, division or department topics and activities, I am expected to "donate" my valuable unscheduled time.

This experience has happened enough times to make me question exactly how the college values me as a faculty member. When I am sitting next to another instructor who is compensated to be at the meeting, and I, as an hourly, adjunct instructor, am expected to attend without any compensation because I am not scheduled to teach that day, the

irony is all too blatant.

For several years as an adjunct faculty, I have tried to find a clear explanation of why this is the "way things are" but I can never seem to get a logical and understandable explanation from the college faculty or administration or the AFT Union. It seems to be a question that is muddled in with flex day compensation and various interpretations so that additional attendance in other activities – division, department, training and "strongly suggested you attend" meetings – compensation becomes a guessing game.

The restrictions that govern when and what adjunct faculty should be compensated for are not equitable nor clearly written or interpreted and the situation has been pushed aside for far too long. I strongly believe that adjunct faculty members should be compensated when they give up their valuable personal time to be engaged and active adjunct faculty members at Skyline College. Can someone tell me what we can do to bring clarity and understanding that will bring equity to this glaringly obvious inequity?



## KEEPING UP WITH FORMER FACULTY

## New York Times publishes letter from emeritus CSM Professor John Kirk

*John Kirk, emeritus CSM Economics Professor and long-time AFT 1493 Grievance Chair, spends some of his retirement time reading The New York Times (among many other publications) and, occasionally, he writes letters in response to some of the articles he reads. On August 12, 2016, The Times published one of his letters on how major corporations control politically-influential American think tanks. The letter was written in response to a series of Times articles that examined "how research institutions have become part of the corporate influence machine in Washington." – ed.*

To the Editor:

Your articles reflect what G. William Domhoff said almost 50 years ago in his book *Who Rules America?* Mr. Domhoff collected and collated the names of the board members of the largest corporations, think tanks, foundations and universities. Then he checked for interlocks between these institutions. He found plenty.

Just to test his methodology, I looked up the board of the American Enterprise Institute, the main focus of your Aug. 9 front-page article "Top Scholars or Lobbyists? Often It's Both." Its 2015 Annual Report lists as board members the chairman of the Carlyle Group, vice chairman of Molson Coors Brewing, chief executive of Crow Holdings, chairman of International Paper, former chairman of American Water Works, chairman emeritus of Cigna, chairman of State Farm Insurance, retired chief executive of Dell, etc.

The Harvard Board of Overseers includes the following corporate connections: Goldman Sachs, CVS, Sony Entertainment, PacificCoast Bank and Google.

Mr. Domhoff convincingly developed a model based on his study of interlocking directorates that showed how most public policy in the United States is privately determined in the boardrooms of large corporations and then revised and honed by foundation and think tank funding of university research. It is by no means a conspiracy; it is a well-organized machine.

JOHN KIRK  
Redwood City, Calif.

The writer is a retired professor of economics at the College of San Mateo.

A version of this letter appears in print on August 12, 2016, on page A22 of the New York edition with the headline: "Think Tanks and Corporate America."

## Contract Campaign Update

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Seven months without a contract and our January paychecks were short because of increases in the cost of benefits that haven't yet been negotiated. (Any increases in compensation or in the medical cap that are ultimately agreed upon in negotiations will be paid to faculty in retroactive pay.) Keep wearing your shirts! Open the Action Network messages you receive from the union and respond when the union needs you.

## Welcome Visits

Katharine has resumed making her new FT hire Welcome Visits. She's focusing on CSM and moving to Cañada in a couple of weeks. Then she'll circle back to Skyline to visit anyone who didn't get a visit last semester. She brings a Welcome Bag of useful information and treats and, of course, contract campaign swag: stickers, door signs and T-shirts. Flag her down if you see her in the hallways – she's a mobile campaign unit and she loves meeting new members and reconnecting to folks she already knows.

Michelle Kern will be visiting any new part-timers who got started teaching last semester or this Spring. She is also available to make an appointment to visit any part-timer who has some questions about their rights or anything union-related. Email Michelle at [kern@aft1493.org](mailto:kern@aft1493.org). Part-timers will also get a Welcome Bag with goodies, so contact her now to make sure you are sporting the latest in union swag.

## Re-building our COPE (Committee on Political Education) Fund

Our union's membership is high but our COPE membership relatively low. Why does that matter? Our COPE allows us to contribute money to political races and campaigns. Unions aren't allowed to legally use any of our members' dues money for political purposes. When we helped Maurice Goodman get elected to our Board of Trustees in November 2015, we pretty much tapped-out our COPE fund. We will continue to need funds to help elect BOT candidates who are union-friendly and to support initiatives that help advance education and support our students and communities. We need to be prepared for attacks to public education and to unions that will be coming down the pike, especially now with the new regime in Washington D.C.

If you aren't already a COPE member, please join now. You can contact the AFT office: [kaplan@aft1493.org](mailto:kaplan@aft1493.org); or Katharine or Michelle directly to set it up: [harer@aft1493.org](mailto:harer@aft1493.org) or [kern@aft1493.org](mailto:kern@aft1493.org). Your COPE contributions come directly out of your monthly paycheck, they're non-taxed, and can be at any amount you choose. **FLASH! The next 10 members who join COPE will receive a special gift from the union!**

## Former Cañada College professor, Patrick Manning, becomes President of the American Historical Association

by John Kirk, CSM Economics Professor Emeritus

We recently learned that former Cañada College professor, Patrick Manning, was the 2016-17 President of the American Historical Association. Pat taught History and Economics at Cañada from 1969-1982. While at Cañada, Pat revitalized and successfully led AFT Local 1493 during his years in the District. At the time Pat became the President of AFT 1493, the union had only a handful of members and the vast majority of the faculty belonged to the CTA. In 1980, the upstart AFT, campaigning on the issue of local leadership vs the state-dominated CTA, was able to win a decertification election against the CTA and has remained the bargaining agent for the District's faculty ever since. (Fred Glass, the Communications Director of the CFT, produced an excellent film entitled, AFT 1493: The Movie, which traces the history of AFT Local 1493 during these early years. It is accessible on the AFT 1493 website at [aft1493.org](http://aft1493.org).)

The following summary of Pat's academic career is taken directly from the website of the American Historical Association.

Patrick Manning is Andrew W. Mellon Professor of World History at the University of Pittsburgh; he is president of the American Historical Association, 2016-17. (Note: Pat retired last Fall.) He served from 2005 to 2015 as founding director of the World History Center, located in the Department

of History and affiliated with the Global Studies Program. Manning now directs the Collaborative for Historical Information and Analysis (CHIA), for work on creating a world-historical data resource. Trained as a specialist in the economic history of Africa, he has become a specialist in world history overall with a focus on migration and systems. His

current research centers on creating a global historical data resource, African populations and migration 1650-1950, global social movements 1989-92, African diaspora as a dimension of global history, and a history of the human system.

He was educated at the California Institute of Technology (BS in Chemistry, 1963) and the University of Wisconsin-Madison (MS in History and Economics, PhD in History 1969). He taught at 10 institutions, especially Cañada College 1969-82, Northeastern University 1984-2006 and University of Pittsburgh, 2006-16.

Dr. Manning has published the following books: *Francophone Sub-Saharan Africa*

1880-1995 (1988, revised 1999); *Slavery and African Life: Occidental, Oriental, and African Slave Trades* (1990); *Navigating World History: Historians Create a Global Past* (2003); *Slavery, Colonialism and Economic Growth in Dahomey, 1640-1960* (2004); *Migration and World History* (1st ed. 2005, 2nd ed. 2012); *The African Diaspora: A History Through Culture* (2010); *Big Data In History* (2013).



Patrick Manning

### AFT 1493 Calendar

**Executive Committee/  
General Membership Meeting:**

**Wednesday, March 1 or March 15,  
2:15 p.m.**

**CSM, room to be announced**

*(The original meeting date, March 8, is a flex day,  
and International Women's Day and  
a Women's Strike is being planned for that date.)*

**California Federation of Teachers  
2017 Convention:**

**March 31 - April 2  
Sheraton Grand, Sacramento**

**Interested in attending?  
Call Dan Kaplan @ x6491**

**FACULTY ACTIVISM & RESISTANCE**

# SMCCCD faculty turn out for Women's Marches

Below are some of the many SMCCCD faculty and staff who joined one of the Women's Marches that began the movement to resist unjust, inequitable and discriminatory policies and actions of the new Washington administration.

AFT 1493 will be working to build the resistance movement along with the California Federation of Teachers (CFT) at the state level, the AFT nationally, and other unions and progressive organizations everywhere. We will publicize actions as they develop and we hope many SMCCCD faculty and staff will join us.



CSMers Teeka James (left), Annie Theodos, (Giants hat), Sara Lawrence (yellow jacket), Keira Travis (to right of Sara), and Amy Sobel (bottom right corner), with friends and relatives



Skyline faculty, Eric Brenner & Katharine Harer, in Washington, D.C.



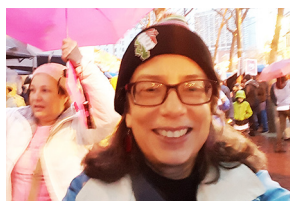
Skyline English teacher Rachel Bell (at upper left) with friends, including CCSF instructor Amy Lawlor (directly in front of Rachel), who previously taught at Skyline



Karen Wong, Skyline, (at right) with her family



Nina Floro, Skyline (in front), with her daughter, Isabella



Kathleen Feinblum, Skyline



Michelle Kern (right), CSM, and her mother



Teeka James, CSM (left) & Monica Malamud, Cañada



Julie Carey, Cañada, with her daughter, Vivian