

AFT 1493 LEADERSHIP

AFT Local 1493 elects new leaders for 2018-2020

AFT Local 1493 has just concluded its elections to determine its officers and Executive Committee (EC) members for the next two academic years, 2018-2019 and 2019-2020.

Paul Rueckhaus was elected to serve as the President of AFT 1493, with **Joaquin Rivera** and **Katharine Harer** serving as the Local's Co-Vice Presidents.

Jessica Silver-Sharp was elected to be Secretary, with **Anne Stafford** and **Teeka James** elected as Co-Treasurers.

Doniella Maher and **Salumeh Eslamieh** were elected to serve as the new Chapter Co-Chairs at Cañada College; **Steve Lehigh** was elected to be the new Chapter Chair at CSM; and **Rika Fabian** and **Bianca Rowden-Quince** will serve as the new Chapter Co-Chairs at Skyline College.

Rudy Ramirez was elected to be the new Part-Timer Representative at CSM and **Lucia Olson**

was elected to serve as the new Part-Timer Rep. at Cañada College. There is still an opening at Skyline College for a Part-Time Representative, although

there were a number of write-in votes received for this position. The new Executive Committee will have to decide who will be appointed to fill this position.

The elected CSM Executive Committee Co-Representatives are **Teeka James** and **David Laderman**. The Skyline Executive Committee Rep. will be **Nathan Jones**. The Cañada EC Rep. will need to be appointed by the EC. There were numerous write-in votes for this position.

Additionally, the Local's election determined who the delegates to the next Conventions of the California Federation of Teachers (CFT) and the American Federation of Teachers (AFT) are. The AFT Local 1493 delegates to

continued on page 10



*Paul Rueckhaus,
new AFT 1493 President*

CFT COMMUNICATIONS AWARDS

Our Academy Awards: AFT 1493 wins 8 Communications Awards at CFT Convention

by Katharine Harer, AFT 1493 Co-Vice President

The lights dim, epic movie music sweeps over the room, the big screen glows. Jane Hundertmark, CFT Publications Director, takes center stage, grinning like the party host she is, and welcomes us to this year's CFT Communications Awards. Your AFT 1493 union reps give each other significant looks. Some of us are squirming in our seats. I admit to sweaty palms and a racing heart. As a regular writer and organizer for our Local, the announcement of the winners of the CFT Communications Awards, which takes place at the yearly Convention, is my Academy Awards.

AFT 1493 consistently provides top communications in the state

In 2015, 2016 and 2017 our Local won more Communications Awards than any other union in the CFT: 9 Awards at the 2015 CFT Convention, 10 in 2016 and 9 in 2017.

Like all faculty members in the District, union activists work long and hard for our students. We

fight the good fight for our colleagues and push back against the District when pushing back needs to happen. At the same time, we're working to send clear information to our members – to you. Not too much – everyone's busy. Not too little – everyone needs to know what's going on. And now this: our moment of recognition in front of 500+ teachers' union activists from all over California. Or not. Maybe this year our publishing and writing, design and organizing won't be appreciated. Maybe one of the bigger unions, like UTLA or UESF, will knock us out of the water. We root for them too! But not quite as much as we root for our local.

continued on page 6

INSIDE THIS ISSUE

- 3 Dan Kaplan, AFT 1493 Exec. Secretary, to retire
- 4 AFT 1493 CFT Communications Awards winners
- 6 CFT 2018 Convention report
- 8 AFT 1493 announces annual scholarships
- 9 Part-Timer Appreciation event held

San Mateo Community College
Federation of Teachers
AFT Local 1493, AFL-CIO
1700 W. Hillsdale Blvd.
San Mateo, CA 94402
CSM Building 1 - Rooms 251-3 & 255
(650) 574-6491
aft1493.org
facebook.com/AFT1493

Editor

Eric Brenner, Skyline, x4177

Editorial Board

Eric Brenner, Skyline, x4177
Dan Kaplan, x6491

President

Monica Malamud, Cañada, x3442

Co-Vice Presidents

Katharine Harer, Skyline, x6491
Joaquin Rivera, Skyline, x4159

Secretary

Teeka James, CSM, x6390

Treasurer

Anne Stafford, CSM, x6348

Chapter Chairs

Paul Naas, Cañada, x3330
Michelle Kern, CSM, 650-558-2699
Paul Rueckhaus, Skyline, x7186
Rob Williams, Skyline, x4368

Executive Committee Reps.

Salumeh Eslamieh, Cañada, x3227
Doniella Maher, Cañada, x3513
Nina Floro, Skyline, x4414

Part-Timer Reps.

Leighton Armitage, CSM, x 6373
Jessica Silver-Sharp, Skyline, x4312
David Leitner, Cañada,
leitnerd@smccd.edu

Chief Negotiator

Joaquin Rivera, Skyline, x4159

Executive Secretary

Dan Kaplan, x6491, kaplan@aft1493.org



PART-TIME FACULTY

Adjunct faculty: Don't forget to apply for unemployment benefits

All part-time faculty members should remember that you are **eligible for unemployment compensation benefits over the summer break and between semesters**, unless you are working another job over the summer or between semesters and you are earning more than your unemployment grant would be. As soon as you give your last final exam, you should contact the local Employment Development Dept. (EDD) office and file a claim, or reactivate the one you have from last winter (if you applied between semesters). If it is a new claim, you will have a one-week waiting period before benefits start, so do not delay. You can also claim for the period between regular terms and summer school.

When applying, tell them about all your jobs, since your benefit is based on all your income over the previous year. When they ask if you have a job to go back to after summer break, you should answer: "Not with reasonable assurance. **I only have a tentative assignment contingent on enrollment, funding and program needs.**"

This is important: Do not just tell them that you have an assignment for Fall or Spring or you will be disqualified. According to the Ed. Code, part-timers, as a class, do not have "reasonable assurance" of a job and hence are eligible for benefits between terms. The specific language from Ed Code section 87482.3 (d) reads: "In all cases, part-time faculty assignments shall be temporary in nature, contingent on enrollment and funding, and subject to program changes, and no part-time faculty member shall have reasonable assurance of continued employment at any point, irrespective of the status, length of service, or reemployment preference of that part-time, temporary faculty member."

Be sure to fill out all job search forms correctly, and appear as directed in person or by phone or mail. You should not have any problems, but if you do and are denied for any reason, call Dan Kaplan in the AFT office (650-574-6491) as soon as possible and the Union will advise you on how to file an appeal. Don't be reluctant to file. This is your right, not charity. □

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 December 6, 2017 AFT 1493 Executive Committee meeting:

Whereas economic instability affects 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.**

Dan Kaplan, AFT Local 1493 anchor, to retire after 24 years

Dan Kaplan, longtime AFT Local 1493 Executive Secretary, is retiring. He was hired in June 1994 and he will be stepping away from his position on August 1, 2018. It will be the end of an era for our Local and Dan will be greatly missed. In reflecting on his years at our Local and on his lifelong political activism, Dan wrote, "I have been most fortunate in my life, and this has been the best job possible given my lifelong political commitments."

Dan recently recalled some of the highlights of his time as our Local's Executive Secretary.

Dan is particularly proud of the State Conference on Online Education that he spearheaded in 1999. The Conference brought faculty, staff and students from 52 of the 71 community college districts in California to the CSM campus. The late David Noble, author of *Digital Diploma Mills*, was a keynote speaker at the Conference. The following year Dan brought Noble to the CFT Convention. Dan recalled with great pride the many complimentary reviews of the Conference, and how it was noted that never before had a single union Local organized a statewide conference.

Dan was also a leading organizer of two other significant events for our Local:

- the retirement celebration for John Kirk, the longtime AFT 1493 Grievance Officer, which almost filled up the auditorium at CSM with people that John had helped over the years, and
- the wonderful 50th anniversary celebration of AFT Local 1493 that was held at Cañada Vista in 2013, attended by both faculty and senior administrators.

In recent years, Dan has helped countless faculty members in his role at the center of our grievance team, demonstrating compassion and unwavering advocacy for faculty. Along with doing the day-to-day work of managing our local union's operations, Dan has been very concerned about what he has called the "commodification, corporatization, and privatization" of public education. He has written frequently on the subject in the pages of the CFT's *Perspective* as well as in *The Advocate*, and he spoke about this issue in workshops at various CFT Conventions over the years and at a meeting of the State Academic Senate. He was also able to bring a leader of a major French teachers union to a CFT Convention to discuss this topic from a European perspective.

Another highlight of Dan's career was when he was asked to be the CFT representative to an anti-Iraq war conference in Paris that addressed the impact of war spending on the funding of quality public education around the world. He also spoke at a similar Conference in Berlin, Germany.



Dan Kaplan

Dan has a less fond memory of a surreal saga that he and the leadership of AFT Local 1493 went through beginning in the fall of 2011 and extending into the summer of 2012. The story began on October 24, 2011, when Dan simply forwarded an email to his AFT Local 1493 e-list (which consisted then of around 55 of his colleagues in our District and in a few other community college districts) that was entitled "I don't want to be alone" and was written by a candidate who was then running for a seat on the San Mateo Community College Board of Trustees. The ordeal, which felt at times like a bad spy novel, really began a couple of months later, when the District sent Dan's email to the San

Mateo County District Attorney and the D.A.'s office preceded to launch an investigation into Dan's forwarding of this email. The allegation was that his forwarding of this email violated the California Education Code section 7054 (which forbids the use of district services for the purpose of urging the support or defeat of any ballot measure or candidate,) and could be either a misdemeanor or a felony offense. Dan learned that if convicted of a felony charge, he could spend up to a year in jail for forwarding one political email message to his colleagues!

The affair finally came to an end on July 12, 2012, with the receipt of another email. This concluding message was sent by an investigator in the District Attorney's office to our union's lawyer. It said, among other things, "[I want to] let you know that my report and your submission on the topic have been reviewed by a prosecutor and this office has decided that there is no basis for further action. I will be closing this investigation. I have advised the District [the SMCCCD] of this decision." Dan finally felt relieved of six months of extended stress!

Returning to more positive memories, Dan reminisced that "working on *The Advocate*, with Eric Brenner, *Advocate* Editor, over the years has been what I most loved about my

continued on page 10

CFT Convention: Key decision-making & inspiration

By Paul Rueckhaus, AFT 1493 President-elect

I'm a classic case of a skeptical conference goer—quick to roll my eyes and snark it up at the first whiff of vapid buzzwords, generic workshop titles and self-congratulating models of best practices. Luckily, the CFT convention, held in Costa Mesa (Orange County) from March 23-25, was anything but the stereotype of a conference or convention. The focus is on faculty and teachers. The agenda largely consists of bare-bone essentials. The tone is a refreshing mix of brass tacks decision-making and something akin to fueling up on inspiration so that we persevere through the many battles sometimes associated with working in public education. While so much happened at the CFT Convention this year, I'd like to highlight just a few moments and take-aways from the weekend.

Support for increase in part-time hours

In one of the more contentious votes of the Convention, the general membership voted to support changing the workload cap of part-time college faculty in the state Education Code—which currently restricts adjunct faculty to working a maximum of 67% FTE in any one district—to allow contingent faculty to work up to 80% (an equivalent of 12 lecture units) in a single district. Many community college adjunct faculty endorsed the CFT's support for this increase as they saw the 67% threshold as an arbitrary limit on their earning and working potential. However, opponents (many of whom were also community college adjunct faculty) feared that an increase in part-time employment hours would effectively result in the diminishment of full-time employment opportunities. If districts were able to rely on contingent labor to teach more, they would have less incentive to fill full-time vacancies. While the Convention vote changes the CFT's formal position on the percentage the Union believes that part-time faculty should

be allowed to work, it will still take a change of the Education Code for the 80% maximum to become a reality.

The Janus decision

If there was a central question of the weekend's convention, it would be *How is your local preparing for Janus?* Janus v AFSCME is the Supreme Court case whose decision could exempt public employees from paying agency fees if they choose not to join their unions. Refreshingly, the Janus case was not framed so much as an existential threat to the vitality of AFT and other public employee unions (though it certainly has the potential to pose such a threat). Instead, the Janus case was presented as a challenge to make our work, our principles and our voice more relevant and meaningful to faculty and the community at large than it has ever been. While we understand intellectually the benefits of organized labor—unionized workers earn an average of \$204 per week

more than non-unionized workers and the average return on investment for every \$1 of union dues is \$6.12 in real wage benefits (<https://aflcio.org/what-unions-do>), members like those of you reading this have to also understand viscerally why being part of a collective bargaining unit matters to you. That is, how union membership enriches not only your working conditions but the function, quality and efficacy of the institutions we work for. Certainly, if there is any silver lining in as vicious an attack on public service labor as Janus is, it is this opportunity to more meaningfully engage with our full membership in continuing to shape a labor organization that we all want to belong to.



Outgoing AFT 1493 President, Monica Malamud, President-elect Paul Rueckhaus and CSM Co-Executive Committee Rep., Teeka James, at the March for Our Lives rally in Santa Ana during the CFT Convention

Marching for our lives

The most remarkable and unforgettable moment of the Convention was our collective attendance at Santa Ana's

continued on the next page

National anti-war demonstrations on April 15 include march and rally in Oakland

As the US commenced its missile attack on Syria, people took to the streets in dozens of cities around the country on Saturday, April 15, as part of Spring Actions to End the Wars at Home and Abroad. AFT 1493ers Dan Kaplan and Katharine Harer joined over 600 who marched and rallied in Oakland (see photos at right), demanding an end to the bombing of Syria, to bring the troops home from the many US wars around the world and to close US military bases abroad. The actions were sponsored by a very broad coalition of antiwar and social justice forces who are concerned by the danger that the US military and its allies pose as they step up threats and military actions around the world. □



continued from the previous page

March for Our Lives event. Thousands of educators from across the state descended on Centennial park in central Santa Ana on Saturday to demonstrate and march with students and families to end gun violence on school campuses. The rally was made up primarily of students and was followed by a march around the park. While some were craving more disruption in our demonstration, it was truly gratifying and fulfilling to show teacher solidarity with the student activists and community members in the mile-long march around the park.

Every other year meetings

Another slightly contentious issue voted on by the general membership was to reduce the number of conventions by half, so that CFT meets every other year rather than annually. The main driver of this, of course, was cost. Despite the educational, demo-



Thousands of CFT members from across the state joined the March for Our Lives event in Santa Ana on March 24 during a break in the CFT Convention

cratic and—yes—restorative function that the CFT Convention serves for delegates and all union members alike, these benefits could not justify the cost of such a large annual meeting. □

AFT 1493 wins big again in CFT Communications Awards

continued from page 1

Background on the CFT Communications Awards

Each year the California Federation of Teachers holds this statewide contest to honor excellence and innovation in local union communications. California teachers' unions, large and small, are invited to submit their best work in seven different categories which may include newsletters as a whole as well as specific articles, posters, flyers, organizing campaigns, special projects, websites, social media and online communications. (See the interview with Jane Hundertmark in the box on the next page for more background on the Awards.)

AFT 1493: A Winning Local

We dug into our archives for this article and learned that our Local won our first award, a First Place, in 1981 for a cartoon! Five years later, in 1986, we won another First Place for a news story. We began winning multiple awards in 1988, when we brought home 6, and we've pretty regularly won multiple awards each year since, although there were years when we won nothing at all.

Here are some more highlights from our archeological search: starting in 1981, our Local has won 42 First Place Awards in a variety of categories, and we've won 4 Jim Herndon Awards, a special prize that isn't awarded every year but only when the judges see something that is especially inspirational, representing the spirit of the Federation. We won a Jim Herndon Award for "Tri-Union Conference: Schools Our Children Deserve" on April 1, 2017, to recognize the public education conference we organized in collaboration with the Jefferson Elementary and Jefferson High School unions. We won the Jim Herndon Award for "Who Are The Workers?" by Katharine Harer on March 21, 2009 and for "Thousands March for Community Colleges" by Katharine Harer

with photographs by Eric Brenner on March 20, 2005. Our first Jim Herndon prize was awarded in 1998 for "Joe, Say It Isn't So!" by Anita Fisher and John Kirk.

So why does our Local win so many Communication Awards?

I asked Jane Hundertmark this question in my interview with her (see box, next page) but here's my insider take: first and foremost, we could not do what we do without the skill and devotion of Eric Brenner, Advocate editor and AFT 1493 website master. Eric makes it all happen. He is patient with procrastinators, but he makes sure you get it done. He's a fantastic copy editor, knowing just which clumps of garbage to chop out to make a sentence ring. He will talk you through your illogic and help you develop

your thoughts. Plus, Eric does the onerous, un-fun work of researching and compiling information to ensure you're supporting your arguments with precise facts and statistics. He regularly uploads information to our website, making sure the site is current and that it's easy for members to find what they need.

And this is important to know: Eric is kind. He remembers to compliment my writing when I send him a draft, and he encourages me when I'm stuck or flailing. Sometimes he's the only person who tells me I've written a good piece, and if he forgets, I worry that it wasn't good enough.

Dan Kaplan, our Local's Executive Secretary, works with Eric to plan the content of each issue. Ideas for The Advocate, or for one of our other forms of communication with members, also come up during our Executive Committee meetings, and Dan does a great job of finding the right writer for a

continued on the next page

And The Winners Are...

This year, at the 76th Annual CFT Convention, held March 23-25, 2018 in Costa Mesa, AFT 1493 continued its winning tradition, bringing home 8 Communications Awards in a variety of different categories:

- **Second Place** in the category of **Best Six-or-more Page Newsletter** for locals with more than 500 unit members for *The Advocate*, edited by **Eric Brenner**.
- **Second Place** in the category of **Best Website** for locals with more than 500 unit members for *aft1493.org* by **Eric Brenner**, Webmaster. (We came in Third Place last year in this category.)
- **Second Place** in the category of **Best Series** for a series of articles about contract negotiations by **Katharine Harer**, Co-Vice President & Organizer.
- **Second Place** in the category of **Best Original Art** for "Real Lives of SMCCD Part-Time Faculty: A Fact Sheet for Students" by **Michelle Kern**, College of San Mateo Chapter Chair and **Katharine Harer**.
- **Second Place** in the category of **Best Use of Graphics** for "Real Lives of SMCCD Part-Time Faculty: A Fact Sheet for Students" by **Michelle Kern** and **Katharine Harer**.
- **Third Place** in the category of **Best Single Effort** for locals with more than 500 unit members for AFT 1493 History / Oral History Project by **Rich Yurman** and **Bill Rundberg**, SMCCD Retirees.
- **Third Place** in the category of **Best News Story** for "Organize. Resist. Is the glass half-empty or half-full?" by **Anne Stafford**, Treasurer.
- **Honorable Mention** in the category of **Best Email Newsletter** for "The Advocate Newsletter," by **Eric Brenner**, Editor.

Interview with Jane Hundertmark, CFT Publications Director

Jane Hundertmark administers the Communication Awards Program for the CFT, and a panel of judges reviews the entries and selects the winners. She was interviewed by Katharine Harer.

How many years have you administered the Awards?

My first year administering the awards was 1996. Back then, I just got up and read the award winners -- with no visuals onscreen. Now we present the winning entries in a multimedia show. Before me, Fred Glass (CFT Communications Director) administered the awards, and they were called Union Teacher Press Awards -- UTPA. We renamed them somewhere along the line to more accurately reflect the diverse membership in CFT as well as the diverse forms of communications being recognized.

What's the best thing about the CFT Communication Awards from your standpoint?

The best thing about the awards is that the CFT continues to value union communications and is committed to offering the contest -- free for local unions to enter. National AFT no longer offers its contest.

Why do you think our local has won a lot of awards in different categories in the past four or five years?

For starters, AFT Local 1493 has an unwavering commitment to member communications. Coupled with that commitment, the local has had highly skilled individuals

on staff and in key communications roles for many years. And it has sought out communications talent among its faculty. There is obviously a commitment from leadership to stay current, evaluate what the local is doing, and constantly improve.

The longevity of key players helps bring valued perspective. To that end, Local 1493 has developed effective communications systems -- these are essential to publish regularly, and quickly, when needed. Over time, the local has adapted to changing technologies and thinks strategically about which form to use when.

I imagine that AFT Local 1493 sees the awards as an opportunity for the local to be recognized for its significant efforts. It takes some effort to enter, and Local 1493 is always willing to take the time. Because the Local has been so consistent in its communications work, it's able to enter a lot of categories, which increases the chances of winning awards. The real reason Local 1493 wins a lot of awards is that the judges find the work deserving. Plus I think Local 1493 just likes the Communications Awards!

Why is exciting writing and creative thinking so important for a local union?

We are bombarded with high-end images and campaigns every day in the media, so there's a pretty high standard out there. Yet unions don't have unlimited resources, so we have to work hard at finding creative ways to connect with our members in a contemporary way. Content matters now more than ever.

continued from the previous page

particular piece. When that person is an overworked teacher who doesn't really love to write, Dan is very good at cajoling them into doing it anyway. Most of the time he's successful, and Dan has brought a wonderful array of opinions, voices and expertise to the pages of our newsletter.

Our Communications Awards are a reflection of our organizing

Another reason our local's work has drawn the attention of the CFT Communications Awards judges has to do with the increased organizing we've done over the last four or five years. We've expanded our website, grown our Facebook page and created an Action Network email alert system, famous for our No Take Back Tuesdays weekly messages during the last contract campaign. The more active we are, the more messages we send through Action Network, the more flyers we make, events we organize, protests and campaigns we carry out, which means we're communicating more with our members. Finally, it's not just the tools

we use to get our messages out but our team of people who, like a relay, pass the message from one brain to the other, from one set of hands on computer keys to another, back and forth in a collaborative froth, finally landing in Eric's lap who fixes whatever needs fixing. A shout out to Teeka James for initiating our Action Network system, working tirelessly to get the lists compiled and our messages out, and to Michelle Kern for her amazing art and design work on flyers, posters, our beautiful red t-shirts, tote bags, new members' packets, brochure and so many artful and informative communication pieces. How lucky we are to have an artist-in-residence.

You too can be a published author! Is there something that's been bubbling in your brain: an issue, a change you'd like to see or a change you think is horrible, improvements, scandals, good stories that need to be told? Photographs, drawings, cartoons you'd like to draw? Talk to one of us about it. Maybe next year, or the next, you'll walk up to the stage and pick up your Communications Award Certificate under the bright lights with your colleagues clapping and yelling for you. How often does this happen in our lives? "And the winner is....." □

AFT 1493 SCHOLARSHIPS

2018 AFT 1493 Scholarships awarded to Trista Barrantes and John Keller

by Teeka James, AFT 1493 Co-Treasurer & CSM Exec. Committee Co-Rep

AFT is pleased to announce that this year's AFT 1493 Scholarships have been awarded to Trista Barrantes and John Keller. AFT 1493 Scholarships, each in the amount of \$1000, are awarded to two SMCCCD students who maintain a minimum GPA of 2.5, who participate in community service activities, and who are committed to social justice issues and concerns.

Trista Barrantes, an interdisciplinary studies major at Skyline College, has participated in the Kababayan learning



Trista Barrantes

community and plans to pursue her bachelor's degree in environmental studies with a concentration in sustainability and social justice. She had a life-altering experience in the fourth grade while on an outdoor education overnight field trip to SF's Fort Funston; she writes that "the disparities between the poor, working-class community and those who are better off in terms of accessing the natural world, healthy food options, and the benefits with parks and outdoor recreation, became apparent to me." Trista plans to continue at Skyline College in the fall.

John Keller will earn his AA this month in psychology from College of San Mateo and will be transferring to the University of Oregon in the fall. A member of the CSM football team and the Writing in the End Zone learning community, John plans to build a career in helping others, a desire fueled in part by his family's experience with homelessness. John has worked for years as a youth leader in his church, mentoring in a program designed to support at-risk youth. John believes show-



John Keller

Deborah Armstrong awarded 2018 Joe McDonough AFT Social Justice Scholarship

by Susan McDonough, daughter of long-time AFT 1493 leader and CSM psychology professor, Joe McDonough

The McDonough family and AFT 1493 are delighted to announce this year's Joe McDonough AFT Social Justice Scholarship awardee: Deborah Armstrong.

Deborah is a re-entry student and will attend Cañada



Deborah Armstrong

College. As a believer in art as a vehicle for change, Deb began traveling with a poetry collective SAYS (Sacramento Area Youth Speaks). She then went on to work with a social justice organization in Stockton, Fathers and Families of San Joaquin. She organized a concert #SchoolsNotPrisons, and later facilitated a School to Prison Pipeline workshop at an ACLU conference.

As a young, African American mother of a 2-month old, Deborah is excited to re-enter college. She is a dedicated and aware young woman with lots of promise. We wish you the best and great success, Deborah. □



ing compassion and listening to others is critical to helping youth make good choices. He writes, "I know it sounds easy, but in this high paced society we live in, slowing down and listening to people and our feelings is rare."

AFT is delighted to honor Trista's and John's accomplishments with this year's AFT Scholarship. □

Part-timers are appreciated at AFT event at Skyline!

by Michelle P. Kern & Katharine Harer, AFT 1493 Organizers

On April 12, AFT 1493 held a part-timer appreciation day at Skyline College in the lovely Multi-Cultural Room in Building 4. Union organizers, Katharine Harer and Michelle Kern, hosted the event and were joined in greeting and talking to part-time faculty by Skyline Chapter Co-Chairs Rob Williams and Paul Rueckhaus, and *Advocate* Editor and Skyline librarian, Eric Brenner.



Attendees at the event included: Kathleen McClung (at table in front), English; Rachelle Marquez (at table in red hat), Kinesiology; Patrice Robinson (just behind Rachelle), Cosmetology; Paul Rueckhaus (far back left), Health Science; & Regina Mitchell (in far back, talking to Paul), Cosmetology

Pizza and sweets were provided as snacks, and there were also plenty of beautiful gifts. Artful notebooks, fancy gel pens, and cute novelty erasers were very popular, as well as our red union tote-bags and t-shirts. Part time Cosmetology faculty member, Patrice Robinson, generously donated gift certificates for facials and massages in the Skyline Spa, which she'd especially prepared for the part-timer event.

Over the course of the day, which started at 1:00 and ended at 6:00, over 25 faculty members attended the event-- part-timers dropped in to meet the union, chat and snack and full-timers joined to express their solidarity. Faculty attended from a wide variety of divisions, including SMT (Math, Bio, Chem), Language Arts, Kinesiology, Cosmetology, Counseling, Social Science, Library, Art and Music. Some faculty could only drop by quickly for a bite to eat and a quick chat, while others stayed for a while and were able to engage in rich conversations about their working conditions.

As part of the day's events, we asked each part-time teacher to write responses to two prompts on a bright yellow card: "What is one thing that you'd like to improve about your working conditions?" And "What do you dream about seeing in the future for part-timers?" Many very thoughtful responses emerged, both on the cards and in many of our conversations during the course of the day.

Some of the issues raised included the need for office space for Skyline part-timers; raising the cap on classes so part-timers can teach more; better health coverage options, including the dream of full coverage; more opportunities (and better pathways) for full-time positions; and improved access to information about areas that impact part-timers' lives: sick days, flex day funding, SLOs and opportunities for professional development were mentioned. Participants also highlighted the desire to be treated as peers and professionals with standing in their disciplines, asking why part-timers don't have more opportunities for course planning and paid time for cross-curricular development.

In the same vein, part-timers who are pursuing advanced degrees noted that the current part-timers' pay scale doesn't provide any increase in salary for additional education as is extended to full-timers. The columns for educational level on the full-timers salary schedule are a sign of respect and a recognition of professional achievement that is not offered to part-timers. Suggestions for improvements to working conditions for part-timers also included part-timer meetings every semester, part-timer appreciation by every department, and facilitation of adjunct collaboration with monthly meetings and special events. One yellow card brought up the interesting idea of having an Adjunct Advocate in every division, to look out for the interests of part timers and advocate on their behalf. In all, the discussions, and the feedback we received on the cards, reinforced that our part-timers have a deep understanding about the changes needed to improve not just their own jobs, but also to help



In photo from left, Terry Chang, Chemistry; Paul Rueckhaus, Health Science; Katharine Harer, English; Frank Markovich, music; Eric Brenner, Library

develop their departments and better serve our student population: being treated as worthwhile professional assets to our campus communities rather than second-class citizens.

The information and feedback we received will be shared with our Executive Committee and our Bargaining Team and will help provide specific ideas and direction for the union's advocacy for part-time faculty in our District. □

AFT 1493 election results*continued from page 1*

the San Mateo Labor Council were also determined by this recent vote of the AFT 1493 membership. The names of all of these elected delegates can be found on the AFT 1493 website: aft1493.org.

Constitution and By-Laws revisions approved

Finally, there were two questions that the AFT 1493 membership were asked to vote on in this election: Shall AFT Local 1493 adopt its revised Constitution as posted on the AFT website? And shall AFT 1493 adopt the By-Laws posted on the AFT website which lists the duties of its officers and staff? Both questions were answered with an almost unanimous approval.

The new AFT 1493 Officers and Executive Committee members begin their term of office at the May 9 AFT meeting (2:15 pm at Skyline College, Room 6-203.)

The Local holds meetings usually on the second Wednesday of each month during the academic year, with meetings rotating on all three of the colleges in the District. The agenda for each meeting is sent out electronically to all faculty a week before the meeting takes place, and all faculty are encouraged to attend and participate in the discussion. □

Dan Kaplan, AFT 1493 Executive Secretary, to retire*continued from page 3*

job. All of the CFT Communications Awards that AFT 1493 has won over the years have brought me much joy."

Shortly after Dan was hired, Dan was interviewed for a story in *The Advocate* (September-October 1994), about his background and what he hoped to bring to the Union. Toward the end of the interview Dan stated that: "public education itself is increasingly under attack. I think that this represents a threat to the very foundations of a democratic society." Looking back from the perspective of 2018, Dan sees that this attack on public education has only gotten much worse, but at the same time he is encouraged by the current teacher strikes and mobilizations that have been going on around the country for the last month. Dan commented that this new teachers' movement "gives me hope for the future of public education."

As Dan thought about his many years with our Local, he concluded, "I have worked with many different faculty who have been on the AFT 1493 Executive Committee, and I have worked with many different Presidents of the Union. I have also worked with many faculty in the Academic Senates in the District, and I have probably attended more meetings of the CSM Academic Senate over the years than anyone else. It has been a most stimulating and challenging and positive experience working with all of these faculty members. I thank you all for the opportunity to work with you." □

College for All initiative will not qualify for November ballot

The College for All California campaign announced last week that they will not meet their goal of qualifying the initiative for the November 2018 ballot. The initiative would have made public college in California free again by restoring the tax on billionaires' inheritances.

The campaign began at the end of last December, when Estuardo Mazariegos, a Senior at Cal State Dominguez Hills, became the first person to sign the College for All CA petition and in just four short months, committed grassroots organizing brought together a coalition that gathered signatures on 55 UC, CSU, and community college campuses across the state. Dozens of community-based organizations, from San Francisco Rising, to Mi Familia Vota in Fresno to the Korean Resource Center in Orange County, jumped in the fight to make higher education a right for all Californians.

The California Federation of Teachers along with other unions, including UAW 2865 and AFSCME 3299, stood up for their students by contributing both money and people power to the effort. Campus newspapers and national press

took notice of the campaign and the College for All campaign in California even inspired movements in other states.

Campaign organizers knew that taking on the billionaires would be difficult but they refused to be intimidated into not trying. Their eyes were always set on the long-term goal. Last month CSU chancellors agreed not to raise tuition for students this year. This would not have happened without pressure

from students and calls for college for all. Each victory of students and parents is a step in the right direction, but the organizers will not rest until public higher education in California is made free again by restoring taxes on the billionaires. In the coming months the campaign will continue to organize, fundraise and educate,

with the goal of putting the initiative on the 2020 Ballot.

Campaign leaders expressed that they are tremendously honored and grateful for the support and volunteer time everyone has given, stating "we have accomplished an amazing feat of political organizing, and we are just getting started." Updates on the 2020 campaign strategy will be coming soon! □

