

PAY RAISES & STEP ADJUSTMENTS

2018-19 COLA increases: 4.02% for full-time faculty & 5.02% for part-time faculty

Just in case you missed it, all faculty are receiving a cost-of-living adjustment increase this academic year-- 4.02% for full-time faculty and 5.02% for part-time faculty. The increase was effective starting in August, but began being included in September paychecks. The retroactive increase for August will be included in October paychecks.

The reason for the different amounts for full-time and part-time faculty was explained by President Paul Rueckhaus in an email sent to all faculty on August 31:

In our continued effort to achieve equity for our part-time colleagues (who comprise 70% of all faculty), our compensation model values the labor of our part-time faculty members. Though the one percent adjusted increase to part timers does not close the gap, it's another step in the right direction. As we look toward negotiating our July 2019 contract, defining and reaching for parity between part-time and full-time compensation will continue to be a priority.

In that August 31 email, Rueckhaus also highlighted the fact that the District has recalibrated the steps for adjunct pay. In the [old model for instructional faculty](#), the adjunct pay schedule started at Step 2 and ended at Step 12. AFT agreed that it made sense to rename the steps so that Step 1 would, once again, become active. Paul reassured part-time faculty that: "Though it may look as if you didn't move up a step (or that you even went down a step from 12 to 11!), please be assured that is not the case: the steps have simply been renamed."

The new 2018-19 salary schedules (with the COLA increases included) are now available on the AFT 1493 website (aft1493.org) by clicking on "Salary Schedules" under the "Contracts & Salaries" pull-down menu. Then select the appropriate schedule:

- [Regular Faculty Schedule](#)
- [Adjunct Faculty Schedule for instructional faculty](#)
- [Adjunct Faculty Schedule for non-instructional counselors, librarians & nurses](#)
- [Regular Faculty Overload Schedule](#)
- [Post-Retirement Faculty Schedule](#)
- [All current SMCCCD salary schedules](#)

PRESIDENT'S PERSPECTIVES

A busy start to the new semester for old and new AFT leaders

by Paul Rueckhaus, AFT 1493 President

It's only September and so much has been packed into this semester already! So far, this has been a year



of transition. We have a new Executive Secretary, seven new additions to the Executive Committee, three new officers, three retirements and one sabbatical. (You can read introductions to our new officers and staff member on pages 4-7.) Hopefully this balance of familiar

and new will keep our local grounded in tradition and institutional memory while bringing fresh perspectives and energy to our work.

As you can read at left, we have been able to secure a new salary agreement (including a 4.02% increase for full time faculty and a 5.02% increase for adjuncts). We've also made some tough but important choices on political endorsements for Board of Trustees (see article on page 8), and are busy making sure that 22 new full-time and part-time faculty are welcomed into the local.

Looking ahead to the remainder of this semester and academic year, we have midterm elections and contract negotiations on the horizon. On Saturday, October 20, we are looking to mobilize any interested faculty in joining the AFT unions at CCSF and Peralta districts to walk precincts in support of pro-education candidates in vulnerable Central Valley districts. Keep an eye out for more information on that and other actions to occur in October.

Beyond the election season, we'll begin negotiating our 2019-2022 contract in the coming months. Our entire contract is open and we'll be communicating frequently with faculty through e-mails, surveys and face-to-face about priorities, process and potential problems.

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WORKLOAD COMMITTEE REPORT

Workload survey data to guide how much work is reasonable, how to distribute work equitably and how to fairly compensate faculty

By Anne Stafford and Doniella Maher, AFT Reps. to the District Workload Committee

On August 29th, the Workload Committee, a cross-campus team made up of three AFT representatives, three Senate representatives, and three Administration representatives, resumed its meetings. The committee surveyed faculty during the previous academic year (2017/2018) to determine the average non-teaching workload of the District's full-time faculty. That data – currently being calculated by the Vice-Chancellor of Academic Services – will guide the committee's recommendation to the District and AFT about

what constitutes a "reasonable" workload, how to distribute the work faculty are expected to do more equitably, and how to fairly compensate full-time faculty whose workloads qualify as "unreasonable." Any final determinations about these issues will be negotiated between the District and AFT 1493.

The committee has three more meetings scheduled before the end of October and hopes to make a recommendation to the District and AFT by the end of this semester.

Thank you to all who completed the surveys; the committee's work would not be possible without your input.

**AFT 1493 Executive Committee/
General Membership Meeting**
Wednesday, October 3, 2:15 p.m.
Cañada College, Bldg. 3, Room 104

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 recommends 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.**

Standing in solidarity with our undocumented students: A District-wide update

by Jessica Silver-Sharp, AFT 1493 Secretary

It was a year ago, last month, that President Trump terrified California's more than 200,000 DACA recipients with his announcement of the end to the Deferred Action of Childhood Arrivals program. While DACA remains tenuously in place today, recent ICE practices are dissuading young people from applying for renewed status. Many students are afraid or unaware that now is the time to renew their DACA status. They also may not be aware that support for doing so is available at Skyline College, that Cañada and CSM students can receive direct referrals for application assistance from their respective Dream Centers, and at all campuses free legal help is available for immigration related support.

At the state level, the California Community Colleges Chancellor's Office has begun coordinated efforts to provide leadership and training resources around undocumented student issues to all community college campuses and amped up their resources page significantly. Skyline Dream Center's Pamela Ortiz Cerda, now a full-time program services coordinator, has been appointed to the CCCCO's advisory committee meeting regularly in Sacramento, and will bring state resources as well as her informed activism to Skyline's student-focused Undocu-week of Action, October 15-19 (stay tuned for more details in your email). Her experiences as an undocumented community college student herself were

recently highlighted in an important *New York Times* article.

In our District Ms. Cerda, who is a graduate student in Human Rights Education at USF, has begun sharing her leadership experience and activism as a mentor to two new Dream Center staffers, Cinthya Vierya and Paola Mora Paredes, who will begin leading task forces of staff and faculty at

Cañada and CSM respectively in the coming weeks. All three young women belong to undocumented communities and are perfectly positioned to advise and support our students. Ms. Vierya, also a graduate student in education, has begun recruiting efforts for the Cañada student Dreamers Club, most club members having recently

graduated, as celebrated at the District's first annual Migration Celebration at Cañada last May. This graduation celebration will rotate among our three campuses annually. Ms. Paredes,

a new graduate of UC Berkeley's Ethnic Studies program, is making plans to bring UndocuAlly Training to CSM staff and faculty next semester, and she runs a weekly undocumented student support group on campus at the Multicultural Center.

Connecting with these new staffers is an excellent way to support our students. Consider them your point of contact for information about undocumented student clubs, student events, faculty and staff task forces, becoming an ally, on-campus training and education about undocu-

mented issues, and even monthly legislative updates. It's our responsibility as faculty to stay aware and up to date! For more information, contact me at: silversharpj@smccd.edu.



Skyline College Dream Center

Photo Credit: James Tensuan for The New York Times

Support our Dreamers

Skyline: Attend a student panel & UndocuAlly Training on October 10th Flex Day and Undocu-Week of Action events beginning October 15th.

Cañada: Introduce yourself to Cinthya Vierya at Canada's Dream Center. Join the Dreamers Task Force or attend a meeting to find out how you can help.

CSM: Introduce yourself to Paola Mora Paredes and join or attend a Causa Task Force meeting. Refer your students to the Undocu-Circles support and issues discussion group, Tuesdays, 3-5, Multicultural Center (Building 10-180b).

Meet our new AFT 1493 Executive Committee members

We asked our new AFT 1493 Executive Committee (EC) members to introduce themselves so faculty (who aren't already acquainted with them) can begin to get to know them. We encourage you to reach out to your AFT reps. if you have any work- or union-related issues or questions. -Ed.

Steven Lehigh, CSM Chapter Chair
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Hello colleagues! I am very excited to serve my first term on the Executive Committee and represent the faculty of CSM. I am originally from Southern California, after a previous stint in the Bay Area, I have now been teaching Economics here since 2011. I represent AFT on the District Budget and Finance Committee and have previously served

on Academic Senate. I believe the union can play a key role in achieving the goals of faculty and look forward to serving our members.

In my free time I enjoy traveling, gardening, cooking and all things fermentation.

Please feel free to reach out if there is any way I can help you or if you have any suggestions.

Rudy Ramirez, CSM Part-Timer Rep.
x6372; ramirez@aft1493.org



Hola, fellow members! I am delighted and honored to be part of this group that I know little to nothing about ... hahaha! I do know that I believe in a strong union who will look after us. As an Adjunct Professor in Ethnic Studies at CSM, I feel even more vulnerable without adequate representation.

Teaching to me is my ministry and I believe in expanding these young minds into wholesome, critical thinking members of society. My moniker is El Professor because I am also a professional musician (guitar) and bring music into my classrooms and use it as a teaching tool. I put on musical/academic events in the CSM Theatre once a year. I call it "edu-tainment". People don't know they are being educated because they're too busy being entertained.

David Laderman, CSM Executive Committee Rep.
x6302; laderman@aft1493.org



Greetings, My name is David Laderman, and I'm delighted to be serving this year as the new AFT EC representative for CSM. This is long overdue for me. I've always felt strongly supportive of our union, and more importantly grateful for all the AFT achievements over the years, on behalf of our faculty, students and the quality of higher education in California.

I teach Film at CSM, I also coordinate the Honors Project program – and I absolutely love my gig. I feel blessed. Recent years, I've been heavily involved in Academic Senate, serving two terms as President at CSM. Senate is my first instinct. And I've followed that calling. But my other slightly more submerged calling has been to become involved in AFT. Now is the time.

I believe in forging even stronger bonds between AFT and Academic Senate, as well as further bolstering collaborations across the district. We are a family, a community. Let's work harder to act as one – a challenge at times, but more often a source of progressive joy.

I think one general goal for AFT should be to move our public image from one of crisis management and damage control, to one of celebration. Especially as an activist antidote to these dark political times.

I'm still learning. But I'm here, and pledge to follow through as best I can, for my colleagues.

**We care.
We fight.
We show up.**



Bianca Rowden-Quince, Skyline Chapter Co-Chair

x4296; rowden-quince@aft1493.org



Greetings fellow faculty colleagues! My name is Bianca Rowden-Quince and it is my pleasure to serve as the Skyline AFT 1493 Co-Chapter Chair in partnership with Rika Yonemura-Fabian. At Skyline College, I am a faculty instructional designer who works to provide pedagogical support, inspiration, and thought-partnership for

my faculty colleagues in support of student success. In my unique role, I have had the pleasure of collaborating with many faculty on our campus and have become more aware of challenges that we face as faculty when we try to show up as our best selves in service to students.

Our collective voices and solidarity, coupled with our desire to make change, fuel my interest in being more involved the union. As your elected Chapter Co-Chair, I am committed to giving voice to our faculty and working with our AFT leaders to strive for a more equitable, fair, and supportive working environment. I am looking forward to working more closely with many of you along the way!

Nathan Jones, Skyline Executive Committee Rep.

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Hello everyone. I appreciate you all welcoming me to participate as the AFT 1493's Skyline College full-time faculty Representative for the Executive Committee. I have been in the SMCCCD since 2010. I am currently an English instructor at Skyline College, where I teach English Composition, Critical Thinking, and Literature focusing on social justice. I have also

taught African American Studies, Pre-Composition, and Critical Thinking at various Peralta Community Colleges for several years. At Skyline College, I am presently the Ed Policy Chair in the Academic Senate and an English Department's Stewardship for Equity, Equal Employment and Diversity (SEEED) Committee representative.

I am a poet, essayist, spoken word artist, musician and author of *Black Man in Europe* (2005, 2008) and *Excerpts From My Soul: Read Without Prejudice* (2010). I hold a BA in Sociology from Cal State University East Bay, a TESOL Certification from Oxford House College Barcelona, Spain, an MFA in English and Creative Writing with a concentration in Poetry from Mills College, and a Certificate for the Teaching of Post-Secondary Reading from San Francisco State University. In my spare time, I enjoy reading poetry, traveling, and watching independent and international films. I look forward to representing my colleagues at Skyline College.

Rika Yonemura-Fabian, Skyline Chapter Co-Chair

x7156; fabian@aft1493.org



My name is Rika Yonemura-Fabian, and I am very excited to serve as a Skyline Chapter Co-Chair. In the last two years of teaching full-time as a Sociology and Social Justice Studies faculty, I have observed pressing needs for organized, strong collective voices that advance faculty's interests to better serve our students. My main interests serving in

this position are the workload issues and advancement of racial justice through union activism.

I am pretty new to serving on the Executive Committee, and I am learning the workings of AFT and our Chapter, but in the process of growing, I hope to be able to contribute to this important organization.

Barbara Corzonkoff, Skyline Part-Timer Rep.

corzonkoff@aft1493.org



Greetings fellow faculty. My name is Barbara Corzonkoff and it is my privilege to be the Skyline AFT Adjunct Faculty Representative for the 2018-2019 school years.

I have been involved with expanding students' intellect for over 30+ years. I still find it a fun, challenging and a never-ending learning experience.

I have all the appropriate degrees, credentials and certifications to be teaching at Skyline College. I have taught in elementary, high school, adult and community college environments. I teach computer applications and my technological instructional abilities were developed before there were very many computer applications or instructors, and personal computers were in their infancy. I have been an eyewitness to the development and growth of the personal computer and applications and it truly was an explosion and a revolution – very exciting times.

I have been involved in Union activities, when, right out of high school, I was hired at AT&T. The Communication Workers of America ensured a safe work environment, a fair day's pay for a fair day's work, and health benefits for all employees. When I taught for the San Mateo County Office of Education, I was involved with the CTA/SMCEA union as a faculty member, an office holder, and a member of the negotiating team. I am proud to remain active in union activities through AFT 1493. My focus is on fair and equitable treatment for all Skyline Faculty and particularly for Adjunct Faculty.

An interview with Paul Bissember, new AFT 1493 Executive Secretary

Paul Bissember was hired as our new AFT 1493 Executive Secretary over the summer and began work in August, replacing former Executive Secretary, Dan Kaplan, who retired after staffing our Local for 24 years. To give faculty members a chance to learn more about Paul, Katharine Harer (Co-Vice President & Member Outreach Coordinator) recently conducted the following interview with him.

Where did you grow up & go to college?

I grew up in a small town in upstate New York, called Cobleskill. I studied Spanish and Political Science in a liberal arts school, Siena College, right outside of Albany, NY. During my undergraduate studies, I spent a year abroad in Argentina studying Spanish at the Universidad Blas Pascal in Córdoba for a semester and then Political Science at the Universidad Nacional de Cuyo in Mendoza. In preparation for grad school, I took some night classes at SUNY Albany in the Latin American and Caribbean Studies department and received an M.A. in Latin American Studies from UC Berkeley.

How/Why did you get interested in doing union work?

I first got involved in the labor movement as a Graduate Student Instructor at UC Berkeley where I taught classes in Spanish and Latin American Studies. During my time at Cal, I was active in our Academic Student-Worker's union, UAW 2865, both as a rank-and-file member, and later as an elected Head Steward. As a Head Steward, I organized graduate students in Latin American Studies and the Spanish and Portuguese departments, helping them to recruit members and educating them about our contract campaign. I also served as a picket captain when we went on strike in 2014. It was there that I learned about social movement unionism, a bottom-up method of organizing that connects union issues with those of the broader society. This model of unionism allowed us to organize a contract campaign to win historic protections for undocumented and LGBT+ students as well as salary increases, benefits expansions and more.

In your last job you were a Field Representative at UC-AFT, the faculty union at UC Berkeley. What's one example of something you accomplished that helped faculty at UC-AFT?

I learned so much working with the lecturers and librarians at UC-AFT! One example had to do with supporting a lecturer who was going through a difficult time within her department. The department tried to reduce her teaching appointment at a critical moment in her career in which she was about to gain increased protections around job security.

She felt such disrespect after working there for so many years, and she was a favorite instructor of many students. The department's action violated the contract, so the lecturer and I studied the contract and prepared a grievance together. All along the way, I explained the importance of understanding our rights under the contract and emphasized that all lecturers should be able to understand their rights and advocate for themselves. Through this process, she gained the confidence to advocate for herself, to educate the department and her colleagues, and ended up having the decision overturned. She gained an important victory through her grievance. She became an expert on this particular section of the contract and later joined our grievance team.

She became a Site Rep and advocated for her colleagues. She told me that she wanted to serve in this role in order to make sure her colleagues would know their rights and stand up for them.

When I first met you, you were working as an Organizer at the California Federation of Teachers (CFT). How did your work at CFT help prepare you for being the Executive Secretary of our union?

My experience as an Organizer within CFT provided me with invaluable skills in both internal and external organizing and allowed me to learn from a dynamic team of organizers. I was able to work closely with faculty across various community colleges and learned about the challenges and issues facing educators as well as share

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the joys and stories of some incredible teachers. I worked with faculty leaders at West Valley-Mission Colleges, supporting their organizing efforts through one-on-one conversations, membership drives, and committee work. This allowed the local union to sign up nearly 70% of faculty as members in under two years. In addition, I worked closely with other locals to focus on community, political, and member engagement.

We worked with faculty and community members through a Public Education Conference held at Skyline College and in housing rights coalitions with union leaders at Jefferson High in Daly City. It was through the CFT that I first was able to work with the faculty at SMCCD through the Workload Equity Campaign back in Spring 2016, where we worked on mapping and charting our worksites. During that campaign, I helped the union carry out targeted conversations with faculty members, allowing us to speak with over 200 people at all three colleges.

In addition, I participated in a new organizing campaign which resulted in winning a union for the part time faculty at Temple University in Philadelphia and helped support contract campaigns, along with the United Educators of San Francisco, at a newly affiliated French Bilingual School in Berkeley and at San Francisco City College faculty, working with their union, AFT 2121. My experience working with UC-AFT at UC Berkeley allowed me to deepen my organizing experiences and further develop conflict resolution skills, organizational best practices, and grievance handling. During my time there, I was able to bring to a successful resolution a longstanding PERB (Public Employee Relations Board) complaint involving the reorganization of the UC Berkeley library system.

What attracted you to want to work for our union?

Ever since my experience working at the CFT, I became inspired by community college faculty and their unions. I've seen faculty work tremendously hard to teach some of the most marginalized students in our society and this commitment has left a lasting impression on me and led me to want to pursue a career working within community colleges. Throughout my experience supporting AFT 1493's organizing efforts during the Workload Campaign, I saw first-hand the faculty union members' and leaders' dedication towards their students and their colleges as well as a commitment to advocate and defend their own rights as educators. I feel very grateful to be in a position that allows me to continue my commitment and passion to support teachers' unions as well as to have the opportunity to teach in a community college.

Tell us about one or two of the most important things you hope to accomplish in your new position as Executive Secretary of our union:

Firstly, I would like to work on engaging and bringing in newer faculty to our union. This work has already been going on and I'd like to continue supporting these efforts. In addition, I'd like to help create an environment in which faculty get involved in the union not just when there is a problem, but to see our union as a space to organize and advocate for issues faculty care about and to build a community that supports one another, one where members engage in collective democratic discussions and decision-making.

You're teaching a Spanish class at Canada as an adjunct faculty member this semester – what do you like the most about your class so far?

My favorite thing about my class is the students! There is such a wide variety of experiences and knowledge that they bring to the classroom that makes it a lot of fun and very enriching.

What do you do for pleasure when you're not doing union or political work?

When not organizing, you can find me playing guitar (cumbia, son cubano, and some bolero as of late), discovering new board games, travelling around Latin America or watching movies with friends.

What's one thing people might not know about you?

One thing people might not know about me is that I have a twin brother! He is also a union organizer, with the NY Nurses union, and he's also a City Councilmember in Troy, NY.

What have I left out that you want faculty in our district to know about you?

I am very much looking forward to bringing my years of experience working in California higher education unions to support our union, to represent and advocate for faculty members across our district, as well as to fight for our students, community members, and public education. I look forward to meeting you all and working with you to continue to build and strengthen our faculty union!

AFT 1493 Executive Committee votes to endorse both Richard Holober and Tom Mohr in November Board Election

by *Doniella Maher, Cañada Chapter Co-Chair*

In June of 2017, the Board of Trustees voted to move from an “at-large” election process to district-specific voting. (The voting districts are referred to as “Areas.”) In October of 2017, the Trustees adopted a map to determine the borders of the Areas and established a sequence for the elections for those Areas. Elections of the Trustees are staggered: this fall two of the five Trustee areas will elect Trustees, and in 2020 the remaining three Areas will elect Trustees.

At our May meeting, AFT 1493’s Executive Committee was asked for an endorsement from Richard Holober. As he had been endorsed by our Local in previous elections, our discussion centered around his role on the Board of Trustees in his current term and our negotiators, Joaquin Rivera and Monica Malamud, spoke to his strong support of the most important issues in our last very difficult contract campaign. A decision was made to endorse him again based on that record. The Executive Committee did not know that he would be potentially running in a contested region or that there would be any other candidates.

At the end of July, the AFT Executive Committee was made aware that Tom Mohr would also be running for the same seat and he asked for our endorsement of his candidacy.

This put our union in a position that we had never been in before. Because of the new regional representation process, we now had two incumbents, both of whom we have endorsed in the past, running against one another in the same Area.

In light Tom’s candidacy for the same seat and the concerns raised by faculty about the new complications to the process, the Executive Committee met to discuss how to move forward at the beginning of the semester. The decision was made to invite Tom Mohr to the Executive Committee to give him an opportunity to present his ideas and ask for an endorsement. We also determined to readdress our process of endorsement and make changes.

On September 12, Tom Mohr attended the AFT meeting for a presentation and Q and A. After his presentation there was a discussion about how to proceed. A proposal was made and passed for a joint endorsement of Tom Mohr and Richard Holober. We will also be reassessing our endorsement process and making changes to respond to the new election process.

We will provide more information (and possibly candidate statements) on Tom Mohr’s and Richard Holober’s roles on the Board and their positions on issues of concern to faculty in the November issue of *The Advocate*.

