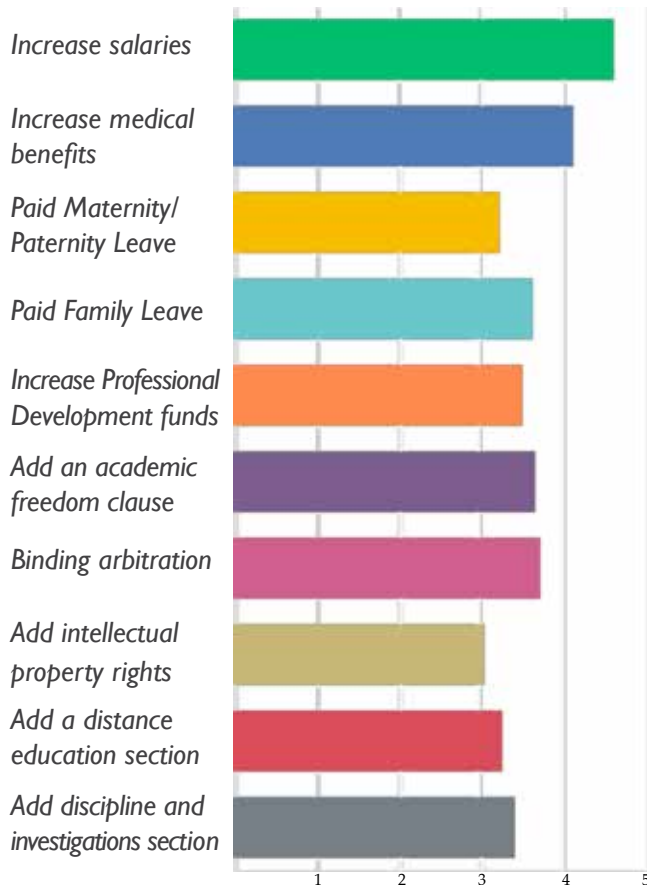


CONTRACT NEGOTIATIONS

Faculty negotiations survey results lead to AFT's initial 2019-22 contract proposals

AFT 1493's bargaining team is preparing to begin faculty contract negotiations with District negotiators on a new three-year contract (July 2019 to June 2022) and, in preparation, the union conducted a survey of District faculty on areas that could be improved or added to our contract and what should be priorities in negotiations. In total, 187 faculty members completed the survey and the survey responses were used to help develop AFT's initial contract proposals for the new round of negotiations.



The survey asked faculty to rate the importance of various areas for negotiations including: increasing salaries, increasing the District's contribution to medical benefits, increasing professional development funds, and adding language on academic freedom, intellectual property rights, discipline and investigations, distance education and binding arbitration. Part-time faculty were also asked to rate the importance of areas of particular relevance to part-timers, such as: providing part-timers pay parity with full-timers, including more pay steps for seniority and columns for educational levels, improving part-time medical benefits, codifying payment for non-teaching duties, providing adequate office space for part-time faculty and strengthening part-time seniority rights.

Most concern expressed about excessive workload and inequity for part-timers

In addition to ranking areas of priorities for AFT's negotiations proposals, survey respondents were asked to provide input on any ideas for improving our contract. In their open-ended responses, faculty expressed concerns about a number of common areas. The two areas about which the most faculty expressed concern and frustration--and for which there were widespread calls for the need to change--were excessive workload and inequity for part-timers.

Some faculty comments related to excessive workload included: "Workload is #1 issue"; "Define overload or release time for the excess of non-teaching duties." "How many committees are too many?" "More and more of my time is being spent jumping through hoops to please the administration yet getting no compensation. This 'committee bloat' is literally interfering with teaching." "Non-teaching duties build & sustain the college academy so all faculty should participate. They should be valued, clear and contained for full-time faculty and compensated for part-time faculty."

Pay part-timers for non-teaching work

Many faculty called for the need to pay part-time faculty for non-teaching work. Here are some typical comments on this issue: "Pay people for non-teaching assignments so part-time faculty can participate in shared governance and other work so we feel our contribution is respected, desired and acknowledged."

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Holober wins Trustee seat over Mohr

In the SMCCCD Board of Trustees election for Area 4 between two incumbents co-endorsed by AFT 1493, Richard Holober defeated Tom Mohr, 52.15% to 47.85% (as of Nov. 27). Thomas Nuris ran unopposed for Trustee Area 2.

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PRESIDENT'S PERSPECTIVES

Great faculty engagement in developing bargaining priorities

by Paul Rueckhaus, AFT 1493 President



And another semester bites the dust. Hope you have championed all that you set out to accomplish this semester and are ready to break free for the holidays!

Looking ahead to the Spring semester, we're gearing up for this crazy little thing called contract negotiations. We had an impressive showing of faculty from many disciplines and campuses at the November Executive Committee meeting to share and discuss your priorities and desires for bargaining. It rocked us to see so much faculty engagement and interest in the process!

AFT and Senate to address professional development funding

Is applying for professional development funds making you feel under pressure? During the December 10th Academic Senate meeting at the District Conference Room, AFT will be joining AS to discuss and troubleshoot common problems across the campuses related to applying for and receiving Article 13 monies. Please join us for that meeting or share any challenges that you've experienced with your AFT campus chair or Academic Senate rep. As the semester comes to a mercurial end, I and the entire executive committee wish you a productive end of your semester and restful, joy-filled break. □

AFT 1493 Executive Committee / General Membership Meeting

Wednesday, December 12, 2:15 p.m.
CSM, Building 10, Room 401 (City View)

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.**

DUAL ENROLLMENT

Questions and concerns about dual enrollment need to be addressed

Dual enrollment—when high school students take college courses while enrolled in high school—is growing in our District. Although it is a great benefit to dual enrollment students (credits earned may be applied in both systems), concerns are being raised about how these courses are being administered by our District and the high school districts who are participating in dual enrollment agreements with our colleges.

New dual enrollment agreements called College and Career Access Partnerships (CCAP) were approved by our Board last summer. CCAP agreements must comply with local collective bargaining agreements and Cañada College Business Professor Candice Nance recently brought numerous issues and questions about dual enrollment to the AFT, including:

- How are the hiring process and minimum qualifications for these agreements supported and documented?
- If a high school teacher is hired to teach a class at a high school, when does their local high school union represent them versus AFT 1493? Which contract do we use and when?
- What happens when SMCCCD's calendar doesn't align with the local high school's calendar in terms of days in service, holidays, etc?
- What is the impact on adjunct faculty, including load, seniority and rehire rights?
- How are high school teachers, who are hired as college adjuncts, reviewed and how are their assessments handled?
- Do our colleges' Curriculum Committees have oversight over dual enrollment classes that may be taught at a high school but for which our colleges provide credit?

Task force needed

The AFT is planning to submit a request for information to the District regarding the various ways concurrent enrollment is being administered in our District. We would like to see a task force on these issues be set up that includes faculty representatives from AFT and Academic Senate as well as administration. Dual enrollment processes and procedures need to be clarified and well documented. □

COLLEGE AFT CHAPTERS

Skyline AFT Chapter holding bi-monthly office hours

by Bianca Rowden-Quince, Skyline Co-Chapter Chair & Barbara Corzonkoff, Skyline Part-Timer Rep.

Skyline College Executive Committee (EC) members are holding AFT Campus Office Hours from 1:00 – 2:00 pm on the 2nd and 4th Tuesday of each month. All-college emails are used to advise full- and part-time faculty of the AFT Office Hours and invite them to come by for a get acquainted visit or to discuss an issue.

The EC members have also developed an Excel tracking sheet that provides a listing of campus grievance details and concerns. Additionally, a grievance intake form is in development to provide information consistency. Skyline College has AFT Division Liaisons for all divisions.

Through our efforts to increase outreach and engagement of Skyline College faculty in union activities, we discovered that there are a few common areas of concern raised by Skyline faculty:

- clarification of overload
- clarification of pay categories – Lecture/Lab/Special Rate
- processes and approvals for usage of Article 13 funds for Faculty Professional Development
- adjunct faculty compensation for non-teaching activity □

UNION SOLIDARITY

Solidarity meeting to support Oakland and LA teachers' unions set for Dec. 15

The Los Angeles and Oakland teachers' unions (UTLA and OEA) are currently engaged in difficult contract campaigns and both unions are preparing for possible strikes early next year. To build support for UTLA and OEA, a Mass Solidarity Meeting will be held in Oakland on Saturday Dec. 15 from 11-1pm (location TBA.) The meeting will also build solidarity for all California education unions and organized labor in general for the long-term struggle to fully and progressively fund our schools and social services to serve our communities.

The event is on a Saturday, close to the holidays, but it is crucial to show support for our brother and sister teachers in Oakland and Los Angeles. Alameda, Sacramento, and other nearby educators' unions are also in tough contract fights. This event is a chance for union members (and community allies) from across the Bay to meet each other and hear about what's happening. It will be a participatory and family-friendly event.

AFT 1493 members are planning to attend this event. If you are interested in joining, please contact Executive Secretary Paul Bissember at: bissember@aft1493.org □

Yosemite Community College District faculty go on 2-day strike after 3 years of unsuccessful bargaining

By Paul Bissember, AFT 1493 Executive Secretary

At the November 26 meeting of the Bay Faculty Association (BFA) meetings, our union received a report on the Yosemite Faculty Association's (YFA) contentious contract negotiations. After three years of bargaining sessions, mediation, factfinding, and several [Unfair Labor Practices](#) (ULP), the YFA faculty went on a two-day ULP strike throughout the Yosemite Community College District (YCCD) on Tuesday, November 27 and Wednesday, November 28. The YFA, which represents all full and part-time faculty at Modesto Junior College (Modesto, CA) and Columbia College (Sonoma, CA) in the Yosemite Community College District, passed an [emergency resolution](#) on November 13th outlining the numerous violations and bad faith bargaining efforts including:

- YCCD agendized Board resolutions illegally threatening faculty engaging in protected union activity with discipline and termination,
- threats of 'emergency strike resolutions' if the union went through with their strike authorization,
- regressive bargaining measures including takeaways and less compensation than their 'Last, Best, and Final Offer.'

The faculty at YCCD did not back down in face of these threats and the union went forward with a strike authorization vote on November 16, 2018. The vote had high participation with 86% of members voting and 89.7% voted in support of the strike.

The district's 'Last, Best, and Final Offer' failed to guar-

antee a decent contract for the YCCD faculty. In a [YFA press release](#) the union explained that the district's offer requires untenable class size increases to 45 students per class, while the union proposed "pedagogically-driven process with class size determined by faculty and administrators together." The offer included an 8% salary increase over 4 years which

would keep the faculty 22% below the median of their peers at comparable campuses.

In order to learn more about the YFA contract negotiations and strike, AFT 1493 interviewed YFA President **Jim Sahlman**.

AFT 1493: How long have contract negotiations been going on and what are the key issues for YFA faculty?

JS: We started negotiations on November 6, 2015. Our contract expired on June 30, 2016, so we have been without an updated contract for over two years.

AFT 1493: How has the District responded to your contract priorities?

JS: The YCCD has made a unilateral change in the conditions of our contract which require that total compensation (salary plus benefits) are based on a cohort of comparable districts. That cohort agreement was unanimously approved by the Board of Trustees in 2007 following a joint 3-year study between the YFA and YCCD. Three of the current Board members were part of the same Board that approved the agreement, including the person who made

the motion to approve and the person who seconded the motion. The YFA's lead negotiator at the time of the cohort agreement has since become an administrator and is on the District's negotiating team. He now says the cohort is "bad" when, at the time he was with YFA, "it was great."

Further, when

he left the faculty ranks to become administration, he failed to return YFA proprietary information and did not notify us. Further, he used that proprietary information in an addendum sent to the fact-finder AFTER fact-finding was completed. This is part of our ULP [Unfair Labor Practice charge]

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Some of the YCCD faculty on strike

Understanding the “migrant caravan” and building support for immigrant rights

By Paul Bissember, AFT 1493 Executive Secretary

On Sunday, November 25th, over the Thanksgiving Holiday weekend at the border between California and Tijuana, the US Customs and Border Protection used militarized repression, including deploying tear gas and firing rubber bullets, against a group of asylum-seeking Central American migrants and refugees who were part of the “migrant caravan.” In order to better understand the reasons and root causes of Central American migration to the US, and to learn about ways to stand in solidarity and support migrants, AFT 1493 interviewed **Christopher Lopez**, a Bay Area immigrant rights activist who has been part of organizing local, regional, and international solidarity efforts relating to the “migrant caravan.”

AFT 1493: *Could you tell us about how you got involved with immigrant rights work?*

CL: I am the coordinator for the East Bay chapter of the School of America's Watch. We are a grassroots organization that works in solidarity with Latin American partners to close the US military base SOA / WHINSEC [School of the Americas / Western Hemisphere Institute for Security and Cooperation] and change US foreign military policies. I got involved with immigrant rights work through my activism against the regional drug war in Latin America and advocacy work for refugees of US foreign policies.

AFT 1493: *Can you tell us a little about the migrant caravan? How and where did it form, how many people have participated, what was the route, what are the goals, and how has it been organized?*

CL: The migrant caravan that captured national headlines in October brought international attention towards a form of migration that has been forced for the past couple of years. The assembling of migrant caravans emerged as an alternative to the dangerous, hypermilitarized route created at the Mexico - Guatemalan border. Repressive port of entries were evaded as migrants were forced to take routes intercepted by Mexican police, who are notorious for violating human rights, or life-threatening cartel networks.

Friends from *Pueblo Sin Fronteras* have commented on how this unity, among migrants, is encouraged from the fear they collectively share considering their suffering these past 48 days. What began as 300 people gathering in San Pedro Sula, Honduras, manifested into over ten thousand Central Americans seeking the opportunity to exercise their international right to apply for asylum at a US port of entry. For several different reasons, many have been deported, many have self-deported, many stayed across different Mexican states, numbering in the thousands.



Christopher Lopez was the MC for the International Day of Solidarity with the Migrant Exodus in Fruitvale, Oakland on Sunday, Nov. 25

AFT 1493: *Could you talk about Pueblo Sin Fronteras (People Without Borders) and their role in supporting the migrant caravan?*

CL: I can't speak too much on *Pueblo Sin Fronteras*, since I have never been with them on the ground in Central America or Mexico, but I have been organizing with them in the Bay Area. They have accompanied migrants and caravanas for over five years with the intention of providing protection, legal assistance, and some human rights education. They are volunteers, unpaid, and truly driven by their hearts and profound solidarity. It has been amazing to see them live stream the people's assembly they helped facilitate to validate the leadership these refugees and migrants are willing to take in this fight.

AFT 1493: *Could you describe the situation in Honduras that has forced so many people to migrate? What are the reasons or root causes of Central American migration to the US?*

CL: The United States continues to perceive Latin America to be its backyard, and Central America as its personal provinces. Throughout the 20th century, the United States and its capital intervened in Honduras' economy and government to foster a financial and political network submissive to a particular foreign policy. Honduras was transformed into a base of operations during the period of the Central American civil wars in the late 1970s into the 1980s where violent and deadly counterrevolutionary paramilitaries were being trained and financed by the US government. This ushered in a repressive political climate where over 200 disappearances

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CONTRACT NEGOTIATIONS

What is “binding arbitration” and why we need it in our contract

One of the on-going top priorities for AFT 1493 in contract negotiations is to make a key change in the contract language regarding arbitrations of faculty grievances. To ensure that arbitrators’ decisions are actually implemented by the District administration, our contract needs language that explicitly states that arbitrators’ decisions are “binding.” In the current contract, decisions made by arbitrators are only “advisory” and, ultimately, our own Board of Trustees can decide whether or not to accept a decision of a professional arbitrator.

Our current contract lets the District reject any arbitrators’ decisions they don’t like

The inherent unfairness of this “advisory arbitration” language was clearly demonstrated in an arbitration case from 2009. In that case, a highly respected arbitrator (who had been mutually agreed-upon by the District and the union) found that our District had violated the AFT contract by failing to pay a faculty member for all of the hours they worked and by denying the faculty member reemployment. The arbitrator awarded the faculty member back pay and reemployment. At that point, the Trustees decided to overturn the ruling of the arbitrator, leaving the faculty member with nothing, and leaving all faculty with a clear sign that the Board is, at any time, willing to overturn a ruling that it doesn’t agree with.

What is the point of contract language (Article 17.6) that makes the arbitrator’s decision “advisory”, and gives the final binding decision to the Board of Trustees? This language suggests that the Board is somehow a more unbiased body in deciding disagreements between the AFT and the District

administration than an outside arbitrator. If a district Board of Trustees is able to overturn a decision its administration has already lost in arbitration, the arbitration process is totally undermined.

Binding arbitration is accepted standard

In fact, binding arbitration is standard contract language in the overwhelming majority of California community college districts that are represented by AFT. Of the Bay 10 districts, Foothill-DeAnza, San Francisco, Marin, Peralta, Chabot-Las Positas, San Jose-Evergreen, Contra Costa and Ohlone all have binding arbitration. Only our district and West Valley do not have binding arbitration.

Binding Arbitration Survey

<u>District</u>	<u>Binding Arbitration in Contract?</u>
Chabot	YES
Contra Costa	YES
Foothill	YES
Marin	YES
Ohlone	YES
Peralta	YES
San Francisco	YES
San Jose	YES
San Mateo	No
West Valley	No

It’s time for our District to join the standard practice in labor relations and basic fairness to faculty and accept binding arbitration on our contract.

Negotiations survey results lead to contract proposals

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“Ensure all adjuncts are paid for attending division and department meetings, for committee work and for curriculum development and other special projects, particularly in disciplines with only adjuncts. Why is this not already in place?!!”

Equity for part-timers on pay and benefits

Regarding equity for part-time faculty on pay and benefits, some typical respondent comments included: “Move closer to parity pay for adjuncts.” “Equalize part-time workers’ benefits with those of full-time employees.” “Real medical benefits for adjuncts!!!!” “Increasing the part-timers’

medical stipend is NOT providing medical coverage. OFFER PLANS NOT REIMBURSEMENT!!”

Other contractual changes repeatedly called for by numerous faculty respondents to AFT’s negotiations survey included: increasing professional development funding, instituting reasonable enrollment caps for classes or fairer compensation for teaching larger classes, and assigning equitable faculty load for lab classes across all disciplines.

More professional development funding

Some faculty comments regarding professional development funding included: “Strengthen PD language so that the procedure encourages rather than discourages PD”; “Allow

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Yosemite College District faculty go on two-day strike

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against the District. Additionally, the Board placed 3 resolutions on the October Board agenda that threatened to discipline and terminate faculty who participated in a post-impasse strike. The YCCD has also engaged in regressive bargaining numerous times, which finally caused the ULP strike we just had. If things don't get resolved, then we will strike for at least two weeks at the beginning of the Spring semester.

AFT 1493: Could you describe the significance of YFA faculty going on strike?

JS: We've never been on strike before. We literally had to write the strike manual from scratch from day-to-day. But the participation was overwhelming. We basically shut-down the colleges. (See [Modesto Bee article](#) and [CBS news coverage](#).)

AFT 1493: How did you organize in preparation for the strike?

JS: As I mentioned, we had no real manual to use as a guide, so we created it from scratch. But I think we have a good template, not only in terms of supplies, leaders, and scheduling needed, but also in terms of media coverage. MJC is an Hispanic Serving Institution, so in addition to the local newspapers and TV stations, we also had coverage by Telemundo and Univision and used one of our Spanish professors as a liaison.

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for a separate stream of money for Sabbaticals versus Short-Term Projects and for Conferences for Personal Professional Development"; "Create a separate fund for conferences required to serve the institution vs. individual faculty enrichment"; "Provide a fund for tuition reimbursement for faculty (to pursue additional units of grad education)."

Regarding large classes, some survey respondents' wrote: "disincentivize assigning giant classes"; "additional compensation for classes over 35 students"; "we need to prioritize how pay will be handled in supersized courses. I recommended a tiered pay format, but I'll take anything that recognizes the additional workload large courses place on faculty."

Equitable load for lab classes

An especially large number of survey respondents called for reasonable faculty load to be assigned for lab classes. For example, one faculty member said that lab courses in their discipline "require equal or more faculty preparation and execution, but are compensated less for more work based on outdated Lab percentages defined ages ago by the district. This is a workload issue, since to make a full-time load, some instructors are required to teach 6 or 7 courses per semester due to this structural inequity." Another respondent stated, "In my field and my experience, teaching a lab takes the same if not more prep than teaching a lecture. I don't understand

We also provided further pressure on the YCCD by getting State Senator Cathleen Galgiani to write a letter to our Chancellor and the Board Chair. [Her letter](#) demands written answers from the District.

What we found is that we were able to organize very well and very quickly utilizing each others' strengths. The graphic arts people created logos and branding. Several social media pages were created. We connected with the activist students on our campus who really organized student support and participation very well.

AFT 1493: Finally, how can other educators and faculty unions support the YFA?

JS: The biggest support we can ask for from other Unions is to help spread the word to NOT cross the picket lines in our District IF we do a post-impasse strike in January... The District claimed it could cover ALL of our sections and we knew they hadn't planned for it, so we were able to call the District's bluff. But given some time before January, they may be able to do some recruiting for substitutes. So, please help spread the word to NOT cross the picket lines (either face-to-face OR online classes) in YCCD. That will drastically reduce the District's options. □

why lab hours are worth less in terms of load. Faculty with a number of lab courses may end up teaching a number of hours more each week than faculty with five 3-unit lecture courses."

A few of the other areas of concern that were raised by multiple survey respondents were the need for seniority rules to be in effect for summer assignments, the need to address workload and evaluation issues for online instruction and the need for transparency in assigning faculty housing.

AFT proposals to be presented to Board

The AFT 1493 negotiating team and Executive Committee have had a chance to review all of the survey responses. The bargaining team, led by Chief Negotiator Joaquin Rivera, have used the survey responses, along with outstanding issues from previous negotiations, and new issues that have arisen since the previous negotiations, to develop [AFT's initial contract proposals](#) for the new round of negotiations. These proposals will be formally presented to the Board of Trustees (called the "sunshining" process) at the December 12th Board meeting. The proposals may be viewed on AFT 1493's website (aft1493.org).

A [summary of faculty responses to the Negotiations Survey](#) is accessible at aft1493.org. □

UNION COMMUNICATIONS

Katharine Harer wins national labor journalism award

Katharine Harer, AFT 1493 Co-Vice President, won an award for "Writing – Best Analysis" from the International Labor Communications Association (ILCA). The annual ILCA Labor Media Contest is the largest competition exclusively for labor journalists in North America and winners "represent the best work in labor communications and promote the highest standards of labor journalism." Katharine received the award for her article, ["Six 'Aha! Moments' from the Women's March on Washington"](#), published in the Feb.-Mar. 2017 *California Teacher* statewide newspaper. Congratulations to Katharine! □

The "migrant caravan" and immigrant rights

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took place and thousands were forced to flee. A devastating hurricane, Hurricane Mitch, hit Honduras in 1998 which allowed them to qualify for Temporary Protective Status (TPS). This hurricane devastated the economy. However, the US support for the military juntas that ruled through the previous decades had corrupted government and foreign aid budgets - so the devastation among the working and rural class was structured to produce this result.

Most recently, I would reference the military coup that took place in Honduras on June 28th, 2009. Then Secretary of State, Hillary Clinton, supported a forced regime change orchestrated in collusion with the national elite fearful of a democratically elected government leaning towards the regional left. In 2013, the current President Juan Orlando Hernandez came to power, immediately militarizing the country, the same year San Pedro Sula became known as the most dangerous city in the world. Since then, he and his party have been involved in many corrupt scandals now coming to light: the millions stolen from the IHSS (Honduran Social Security Institute, 2015), the \$12 million stolen from the Ministry of Agriculture and Livestock (2012), and the dozens of officials arrested for drug trafficking related charges, most recently the former president's son, Fabio Lobo, and the president's current brother, Tony Hernandez, both for importing cocaine into the United States. Not to mention, Juan Orlando Hernandez stole the election through a systematic attack on the electoral system. Since then, various caravans have fled the country, there has been a rise in political prisoners, and there is greater pressure to prevent the family of murdered environmental and indigenous rights' leader Berta Cáceres' to receive justice.

In short, a root cause is US military intervention that maintains military and right-wing dictatorships without considering its deadly repercussions; political violence, gang repression, economic oppression, and social discrimination.

AFT 1493: *What have been the responses of the Mexican and Honduran governments to the caravan?*

CL: The Honduran government immediately began criminalizing the caravan. The ruling administration claimed the migrants were politically motivated and financed (even accusing Venezuela) and offered no humanitarian assistance. Instead, they claimed the migrants were "volunteer deportees" and that they had 20,000 jobs available that to this date have not been offered or documented. The Mexican government responded with authorizing the federal and migration police to be extremely violent towards Central Americans who have sought to pass through Mexico en route to the northern border. The government of Enrique Peña Nieto announced its "Estás en Tu Casa" program, promising 2,000 pesos to some that qualified and claims of offering job employment in Chiapas and Oaxaca, which the president-elect AMLO (Andrés Manuel López Obrador) too has mentioned. More recently, it has been rumored that the incoming Mexican administration will accept the United States' demand in having the Mexican government continuously detain Central American asylum seekers on the Mexican side of the border to prevent them from being legally processed in the US.

AFT 1493: *Can you describe the local organizing efforts going on in the Bay Area in support of migrants' rights? How can people learn more?*

CL: The Bay Area has played a large role in the history of the Sanctuary movement that emerged in response to the refugees fleeing Central America during their civil wars. Solidarity networks emerged to attend to the same humanitarian needs our refugee brothers and sisters in Mexico need. They have been present alongside so many immigrant rights organizations, Central American student leadership, labor unions, and the refugee and migrant communities themselves. It is a beautiful moment and what is needed is time and space to be intentionally committed so a collective vision can be constructed. There are groups coordinating visits to the border, creating legal response networks, political education projects, a migrant welcome committee for migrant housing and employment.

AFT 1493: *Do you have a message for community college faculty, staff, students and union activists who want to get involved in supporting migrants from the caravan?*

CL: My message is: attend what is being organized in the community. I guarantee you will meet the organizations who have similar solutions and plans of actions we are all seeking to consolidate. We need to humanize the conversation to combat against the racist misinformation being spread around and that begins with our encounters. □