

Sign the Petition, Call or Fax

Pressure Needed on Governor to Restore Our Funding!

Governor Davis is now reconsidering the \$98 million for community colleges' maintenance and equipment that he previously cut from the budget. In the Legislature, 115 of the 120 members co-authored a bill to fully restore the funding, but the Governor hasn't made up his

mind whether to approve the bill, SB 735. It is important to keep up the pressure over the next several weeks, since the governor has until October 14 to sign bills. Please sign the petition shown on **page 8** and call or fax the governor's office (phone: 916-445-0131, fax: 916-445-

4633). It would be a good idea to emphasize full restoration of base funding for our colleges, not only because of the serious nature of these cuts but also to restore the faith of our administrators, and the public, in being able to count on a level of funding from year to year.

-- Sign the Petition - See Page 8 --

PRESIDENTS' PERSPECTIVES

New District Leaders & New Salary Campaign

by Joaquin Rivera and Katharine Harer,
AFT 1493 Co-Presidents



We hope your semester is going well. Let us know how you like the *Advocate's* new look as well as some of the new features we've added to the paper. Kudos go to *Advocate* editor Eric Brenner and to Gwynnd Maestre, graphics designer at San Francisco City College AFT (Local 2121), who in consultation with AFT leadership, designed this *Advocate*-for-the-21st century.

Promising New Administrators

What else is new? To begin with, we have a new Chancellor — Ron Galatolo, former Associate Chancellor and district Budget Officer — and a new Associate Chancellor/District Chief Negotiator, Jim Albanez. We are heartened by the leadership styles of these two new District administrators who have demonstrated a strong interest in collaborative decision-making and who appear to be truly faculty-friendly. One example of

this is the three-day training in Interest Based Bargaining that the District planned and paid for in early September. All of the members of the AFT's Executive Committee as well as leaders and negotiating teams from the other two unions in the district, CSEA and AFSCME, were encouraged to attend, along with Board members and top administrators. The goal of

the training was to improve communication skills and to transform traditional adversarial bargaining tactics to collaborative approaches. We look forward to trying out some of these new methods at the bargaining table; however, we assure you that our commitment to your needs and interests will not be lost in the process!

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Check Out Our New Website: AFT1493.org

AFT 1493 has just launched a new website filled with useful resources for faculty. The site includes all faculty salary schedules and the complete contract between the AFT and the District. Other information includes: a calendar of events, AFT 1493 Executive Committee (E. C.)

members, E. C. minutes, part-timers information, *The Advocate* online (including back issues), online education information, and links to many other sites relevant to unions, academic issues and community colleges. You can find our new site at: **AFT1493.org**

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Presidents' Perspectives

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Increases for Part Timers

Many of you already know about the unprecedented \$57 million earmarked for part-time equity in the Governor's budget. We will be applying our district's portion of these funds — about \$1 million — to the part-time/hourly schedule and to part-time faculty benefits. This will be the first significant step in closing the enormous gap between part-time and full-time salaries in our district .

Surveying Your Quality of Life

In the first thrust of our 2001 salary campaign we are circulating a Quality of Life survey to all faculty members in order to gather data on the multiple impacts of our district's noncompetitive salaries. The survey is being prepared by a group of faculty members at Skyline headed-up by Evelyn Seth, Karen Wong and Rick Hough. By the time this reaches you, we hope to have co-sponsorship by the District Academic Senate as well as the Senates at all three colleges. Once the surveys are tabulated, we'll have facts and statistics to back up our arguments at the negotiating table as well as for media, community and Board presentations. Please help make this effort a success by filling out the survey when it arrives and urging your colleagues to do the same.

The B-O-N-D

A word on the B-O-N-D — Measure C on the November ballot. Last year's attempt to pass a bond failed by a very small margin. Now that the law has changed allowing passage by a 55% vote rather than 2/3 of those voting, chances of passing the bond look very good. However, it is a campaign that needs all of our support to be successful, especially considering that there are a number of other bond measures on the ballot in San Mateo county that will be tugging on people's pockets. We all live with our miserable, run-down facilities on a

daily basis. We make allowances in order to teach our students, and we've learned to coexist with asbestos dust and mouse droppings, not to mention broken furniture, leaks, unsafe labs and broken elevators. But we shouldn't have to work in these conditions and our students deserve better. We need to get behind the bond measure in order to provide the funds to renovate and upgrade our work spaces. Look for a table with a bond representative on each of the three campuses; sign up for phone banking; send a little (or big) check to the campaign office; and tell your friends and neighbors how important it is to vote yes on C.

Look for AFT Campus Meetings

A final word: AFT Campus Chairs will be organizing informational meetings on each campus this semester. Come and check us out, tell us what you're thinking, get involved — help us with the 2001 salary campaign. We all benefit!

**AFT 1493 Women:
Mark your calendars for**

**THE CFT WOMEN'S
CONFERENCE**

**Friday & Saturday
October 12th - 13th 2001**

at The Westin S. F. Airport

Conference begins promptly at 4:00 p.m., Friday, the 12th & concludes Saturday at 4:00 p.m.

There will be no conference fee for registered participants

Planning committee co-chairs:
Katharine Harer (Local 1493)
Alisa Messer (Local 2121)

For more info,
call the AFT 1493 office at
x6491.

\$1 Million for Part-Time Salary Increases in Our District

by Paddy Moran, AFT 1493 Part-Time Faculty Coordinator



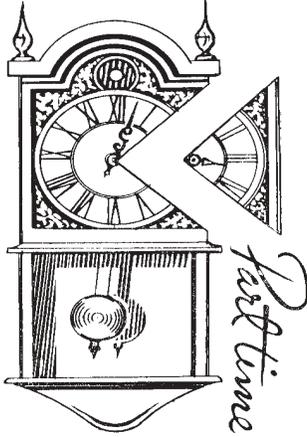
Part time faculty who teach in community colleges throughout California have been recognized by Governor Davis

and the legislators. You may have heard by now that the state has granted \$57 million to achieve parity for "adjunct" or part time faculty. The San Mateo Community College District will receive \$1 million to go solely to part time faculty salaries. Last year, on almost every California community college campus, there was a petition drive, during Campus Equity week, that helped raise awareness to students, classified workers, the public, local politicians, Boards of Trustees, and the state government concerning the two-tier pay scale that treats part time faculty in a marginalized and unfair way. We are, after all, professionals, equal to our full-time colleagues in education, experience and expertise. We are valuable to the entire community college system; just look at our numbers! Did you ever notice that at every school where you teach that part time faculty way out number the full-time, tenured faculty? There is something wrong with this picture – for **all** faculty and especially for the students we are entrusted to teach.

Campus Equity Week

This year, there is another **Campus Equity Week** planned. This time, it will be a national event: Community colleges, state colleges and universities

throughout the United States are going to participate. The dates are set for **October 28-Nov 3**. The focus will once again raise awareness of the exploitation of part time faculty. Please be prepared to help out with this. We only have strength in numbers, and we **DO** have the numbers! Please leave a message at my extension—x9245—or the AFT office extension—x6491. I know that there are many full time faculty (many participated in last year's equity week) who understand the situation and their support is very much appreciated and needed.



and small group discussions. I was especially heartened by the time devoted to part time issues in the afternoon. We viewed a video, "Degrees of Shame," which likened the plight of part time faculty to migrant farm workers who have no job security and must move from job to job for an income. Later, we broke into small groups and both full and part time faculty sat down together and discussed how injustices experienced by part-time faculty might be addressed. Full-time faculty offered their help during Campus Equity Week and the part-time faculty present agreed to be on the steering committee for Campus Equity Week. We are still seeking more members to be on the organizing committee, so please offer your time, talent and ideas!

AFT 1493 Retreat

Last June 1, our local organized a day-long retreat in Half Moon Bay for AFT leaders and activists. Academic Senate leaders and part time faculty were invited in the afternoon for lunch, a general meeting

Get Involved in Campus Equity Week, October 28-November 3

From October 28 through November 3, 2001, there will be a week of coordinated activities on campuses in the United States and Canada. Campus Equity Week (CEW)—designed to educate our campus communities, the public, and policymakers— will focus



attention on issues of fairness and quality of education. Our message: teachers' working conditions are students' learning conditions, and equal work deserves equal pay.

In addition to public education, the week of action will promote local organizing and encourage contingent faculty participation and activism. We are inviting anyone interested in promoting fairness for contingent faculty to contact AFT 1493 at (650) 574-6491 to help us plan and to take part in activities at each of our colleges during that week.

Campus Equity Week will also take issue with declining labor standards and increasing use of temporary and part-time labor for all campus work. CEW endorses adopting equitable labor policies and standards that encourage fairness and dignity for all members of the campus community. As part of a growing movement among working people from all walks of life, CEW seeks to address the inequities of contingent work. Campus activism is directly linked to that broader movement through the professional organizations, labor unions, and member organizations of the National Alliance for Fair Employment (NAFFE) that support Campus Equity Week and constitute its steering committee.

Measure C - \$207 Million Bond on November Ballot - Would Upgrade and Repair Aging College Facilities

by Seamus Murphy, Measure C campaign staffperson

The San Mateo County Community College District Board of Trustees recently voted to place a \$207 million bond measure on the November 6 County ballot for facilities repairs and improvements at Cañada College, College of San Mateo and Skyline College. Although the District has been in existence for nearly 80 years, this would be only the third bond issue in the District's history. Previous measures were used more than 35 years ago to build the District's three colleges. State financing for facilities renewal and updating has been practically nonexistent for the past 15 years. As a result, the Colleges face the monumental task of repairing and renovating all their facilities in order to better meet the needs of the tens of thousands of students who attend classes each year.

In his report recommending the bond to the Board, Chancellor Ron Galatolo pointed out that the College District serves more than 40,000 students each year and it ranks tops in the state in the combined rate of transfers to four-year colleges and degrees/certificates awarded. He also pointed out that State funding for community college students is only a quarter of what is spent annually on University of California students and less than half of what is spent on California State University students.

Bond Cost: \$2 Per Month for Average Homeowner

The property tax rate needed to fund the bond is estimated at \$7.14 per \$100,000 of assessed valuation (not property value), which is less than \$2 per month for the average homeowner in the County.

A law approved by California voters last year gives the District bond measure a better chance of success than a similar measure that failed in 1999, according to Chancellor Galatolo.

"The last bond measure required a two-thirds vote to pass," he said. "This time, Proposition 39 (the Smaller Classes, Safer Schools and Financial Accountability Act) would allow it to pass with a 55 percent vote. The 1999 proposal failed by only about 800 votes."

A survey done last April also indicated that 76 percent of county voters would approve the measure to fund a variety of repairs and renovations to the District's 30- and 40-year-old campuses, technology and equipment, and new facilities.

Many Needed Projects Would Be Included

Among the many improvements, the bond will fund the following fundamental projects: Science and computer lab upgrades; vocational and technical facility improve-

ments; classroom technology upgrades; roof repairs; electrical wiring replacements; bathroom plumbing modernization; classrooms and building repairs; student and teacher safety improvements—including fire and earthquake retrofits; police and firefighter training facility improvements; handicap accessibility improvements; hazardous material removal—including asbestos; and energy efficiency maximization. A complete list of bond projects will be published in the Voter's Handbook. It is also available from the Office of Community and Government Relations at (650) 574-6560.

Oversight Committee To Be Named

Although not required until a bond measure is actually passed, The District plans to name a Bond Oversight Committee within the next several weeks. The purpose of the committee, which will be made up of prominent citizens from a number of different occupations, will be to assure that bond proceeds are expended only for the school facilities that are listed in the bond measure. None of the bond proceeds can be used for salaries or administrative overhead.

Galatolo estimates that a successful bond measure, combined with state funding, would go a long way toward meeting the \$246 million worth of facilities and equipment needs identified during preparation of a new District Master Plan. Faculty, staff and students from all three colleges were involved in the update of the District's Master Plan that occurred over the past several months.

"If the bond measure doesn't pass," he said, "the District will have to identify other sources of funding for these needs or modify its facilities plans for the future by eliminating or scaling back projects."

Volunteer for Measure C Phone Banking

The Measure C campaign will be running phone banks Tuesday, Wednesdays and Thursdays from now until the election.

Tuesday phone banks will take place at Alain Pinel Realtors 520 S. El Camino Real, suite 100, San Mateo, every Tuesday from 6:00-8:00pm; Wednesday phone banks will take place at DES Architects, 399 Bradford Street, 3rd Floor, Redwood City, every Wednesday from 6:00-8:00pm, except 10/3 & 10/10; and Thursday phone banks will take place at Prudential Realty, 180 El Camino Real, San Bruno, every Thurs. from 6:00-8:00pm, except 9/20, 10/4 & 10/11.

Refreshments will be provided

Please call Seamus Murphy of the Measure C campaign at 650-758-0500 for more information.

Former Part-Time Activist Kathleen De Azevedo Feinblum Is Now a Full-Time Skyline English Instructor

by Linda Vogel, Skyline

Starting this month, *The Advocate* will introduce a new column—yet to be named. The column will feature an interview of an AFT colleague as well as include topical news about our faculty members. I am calling this column “Faculty Profiles”—for lack of a better name— but if you have a suggestion for the title, please call me at x4289.

If you are aware of any news items concerning faculty, such as recognition for achievement, that you would like to share with our readers, please email me at vogell@pacbell.net.

Kathleen De Azevedo Feinblum

Kathleen De Azevedo Feinblum has plenty of reason to smile these days because a number of things have come together for her.



First there was the grant she received from Stanford University called a Community College Fellowship Grant offered by the Center for Latin American Studies. Because she was a part-time English instructor at the time, she did not

feel that she really had a chance, but she was selected as one of four recipients. The purpose of the grant is to give community college teachers a chance to incorporate Latin American studies into their classes. A relatively small amount of money is offered for the purpose of collecting materials, taking classes, attending conventions and traveling. She also received Stanford Library privileges for her research and the opportunity to attend lectures given by Latin American guest speakers.

Kathleen is translating Brazilian ballads that are moralistic, mythical tales for her Stanford project. She plans to translate enough ballads to make a booklet to use in her literature classes. Her interest in these Brazilian ballads stems from a lifelong interest in folk tales. Although her family emigrated to the U.S. when she was young, the sto-

ries she grew up with were Brazilian. Her interest in ballads led her to study the northeast region of Brazil, a rural, lesser developed area, heavily populated with a complex mixture of Indigenous, Europeans and Africans. Even though Kathleen was born in Rio de Janeiro, she says it is the northeast region that feels like home.

This past summer Kathleen followed her passion for research and went to Brazil for a month. Financially it was risky because she was still a part-timer applying for full time jobs, but it was something she strongly felt she needed to do. It seemed to “pay off” because she was able to successfully compile the beginning of her portfolio of translated ballads and subsequently was hired as a full-time English instructor at Skyline College. She is most pleased that now she has time to be more available to her students and to have the time to fully complete tasks.

Even though she had the hectic part-timer life as an English instructor, Kathleen worked hard as Part-Time Coordinator for AFT 1493. Now she fully supports Paddy Moran as the new part-time coordinator and Kathleen will continue her Union work.

Another passion of Kathleen’s is writing fiction and poetry. This summer she also sold two short stories to literary magazines and has “a bunch more waiting.” She writes at 5:30 a.m. most mornings and whenever else she can. Writing is important to Kathleen because of what she learns as she writes.

CSU Faculty Union Asks for Support

The California Faculty Association (AAUP/SEIU), which represents the 20,000 instructional faculty, librarians, and counselors in the California State University system, is asking the academic community to sign a petition of support at: http://www.calfac.org/Petition/Petition_email.html (link available at AFT 1493’s website at: [AFT1493.org](http://www.aft1493.org)).

For the last three years, the union has been in a serious struggle with the system Administration and Chancellor Charles Reed. Reed would like to run the university according to a corporate model, complete with the casualization of faculty, the weakening of tenure, the build up of an expensive administrative superstructure, increases in class sizes, and other provisions that endanger the quality of education. Part of this fight is playing out in contract bargaining. In the last two rounds of bargaining no agreement was possible and Chancellor Reed simply imposed terms and conditions upon the faculty. At the moment the union and the system Administration are at impasse. Please link to the CFA website and sign their petition of support.

Union Leaders, Activists & Guests Strategize & Socialize at Successful AFT 1493 Retreat

by Katharine Harer, AFT 1493 Co-President

With the sounds of the Pacific Ocean as counterpoint in our ears, union leaders, activists and special guests gathered together on June 1st, only hours away from marking final grades, to talk, listen, eat heartily and plan for the future. We met near Half Moon Bay at *Enso*, a very unique conference and retreat space that includes a small garden, art gallery and a renovated barn complete with a piano and windows looking out towards the sea. Even the skeptics among us had to agree that the vegetarian cuisine was plentiful and tasty. I don't think any of us has ever seen vegetables cooked that many different ways all at the same table!

A group of about 25 worked for a full day on several areas of concern: the duties of AFT Chapter Chairs, plans for the 2001 Salary Campaign and Part-Time faculty issues. We broke up into smaller groupings to generate ideas and then reunited to exchange, elaborate and refine our plans, the overall purpose being to educate, motivate and move our district toward competitive salaries, fairness for our part-time colleagues and an increase in participation in the union. Copies of the tran-

scribed notes from each of the three sessions are available on the AFT 1493

website (AFT1493.org) or can be sent to you through the AFT office (x6491) if you request them.

One of the strengths of this gathering was the participation of faculty members who are not Executive Committee members or union activists but who are concerned about some of the serious issues that plague our district. We hope that we will continue to work collaboratively with these colleagues, as well as others, as we did on June





1st. It may be a cliché, but most clichés exist because of the truth at their foundation, so I'm going to risk the cliché police and say it here: *in unity there is strength!* That was truly the message of the retreat — by putting so many minds together we were able to clearly outline our goals and to strategize actions for the coming period. The next step is to implement our plans. The Quality of Life survey we will be circulating (discussed in the President's Column) came directly from the retreat discussions as will many of the projects we launch this semester, including activities around Part-Time Campus Equity Week in October. You are invited to join us in any of the coming projects. You have my word, we won't force you to eat any vegetables!

AFT 1493's C.O.P.E. Makes Endorsements for November Elections

by Joaquin Rivera, AFT 1493 Co-President

AFT 1493's Committee on Political Education (COPE) met on Wednesday, September 12 to consider endorsements for our Board of Trustees, our district's bond measure (Measure C) and the Burlingame city council.

Richard Holober for Trustee

For our Board of Trustees there are three candidates running for two seats. They are the two incumbents Richard Holober and Helen Hausman, and Jack Hickey. Only two of these candidates, Trustees Hausman and Holober requested our endorsement. Our committee voted to endorse Richard Holober. Richard is completing his first term on the Board and during his tenure he has been an outstanding board member, always accessible and very supportive of faculty issues. We are very proud to endorse him.

Decision on Helen Hausman to Be Made at Sept. 26 Meeting

Unfortunately, due to the fact that she recently had dental surgery, we were not able to interview Trustee Hausman before our COPE made the endorsements. Our interview with her was scheduled for a date after our endorsement meeting. As a result the COPE committee voted to delegate the decision whether to endorse Trustee Hausman to our Local's executive committee. We will be sharing with our executive committee the results of our interview and a final decision will be made at our September 26 meeting. As I mentioned above the third candidate, Jack Hickey, did not ask for our endorsement. Mr. Hickey has shown little interest for public education or

Sign the Petition to the Governor to Restore Our Funding

-- See Page 1 for background on the funding issue --

The petition below is being circulated in support of the community colleges budget restoration:

Petition Supporting Community College Maintenance and Equipment Funding

Governor Davis-

"We, the undersigned, respectfully request that you restore the \$98 million that was vetoed from the budget for community college maintenance and equipment funding. Although we recognize that the state's fiscal condition presents a challenge for policymakers, our community colleges provide a necessary safety net for our citizenry, especially at a time of fiscal uncertainty. Investing \$98 million in maintenance and equipment now will pay off in multiples as community college students become more productive members of our state's workforce.

Please support the full restoration of the \$98 million for community college maintenance and equipment funding."

The Community College League of California has set up an online form to allow you to easily add your name to the petition.

To sign the petition, simply visit:

<http://www.ccleague.org/petition/>

(a link to this site is available at the new AFT 1493 website:

AFT1493.org)

our district and his ideas are not in alignment with our interests. As you may recall, Mr. Hickey ran for the Board two years ago with the only purpose of using his candidacy to oppose the Bond measure. He is doing that again.

Yes on Measure C!!!

We also voted to endorse our bond measure, Measure C. As we all know it is essential that we pass this bond. Please read the article on page 4 for more information about the bond measure.

Rosalie O'Mahony for Burlingame City Council

We also voted to endorse Rosalie O'Mahony, a long time CSM math professor and AFT member, for re-election to the Burlingame city council.

Volunteer for Election Phone Banking

The San Mateo Labor Council phone banks are being held Monday-Thursday evenings from 5:30 to 8:30 p.m., starting Tuesday, September 25 through election day, November 6, at the Machinists Local 1781 Union Hall in Burlingame, 1511 Rollins Road. An excellent dinner is provided. Call AFT at x6491 for more information.

Also see page 4 for information on the Measure C Bond campaign phone banking.