

PRESIDENT'S LETTER

Fighting for faculty-- from part time office hour pay to concurrent enrollment and distance ed

by Ernie Rodriguez, AFT 1493 President

Dear Faculty Colleagues:

It has always been my experience that the spring term is more intense,



and for want of a better term, "crazier" than the fall. Well, this semester is no exception. Your faculty Union has been deeply engaged in attempting

to resolve and clarify a number of critical issues, principally, part time office hour pay, concurrent enrollment, and, the emerging issue of distance education.

Part time office hour pay – Finally!

While not yet completely settled, thanks to the persistence of the Union and the support and positive involvement of our Board of Trustees and Chancellor Ron Galatolo, difficulties with payment of office hours for part timers have largely been resolved. Part time faculty have already received Fall retroactive office hour checks. In addition, the District has committed to start regular part time office hour pay as part of the regular paycheck in April. This paycheck will also contain retroactive office hour pay for the Spring 2007 semester.

AFT has asked for interest on the delayed office hour money. While this would not amount to a great sum, such a request represents just compensation for the injury caused to part time faculty in being denied use of their money for such a long period of time. In addition, AFT is seeking to resolve some unique part time office hour pay situations, such as fair office hour pay for part timers teaching short courses. The

District is working with the Union to come up with an equitable solution to these remaining issues.

We appreciate all of your messages of support for our work on this issue. We've reprinted some of these messages on page 2.

Concurrent enrollment: "A Tale of Two Districts"

As previously reported, District Administration is proposing to develop a new model for concurrent enrollment for the CSM campus. The existing concurrent enrollment model will continue to be utilized at Cañada and Skyline. As the Advocate goes to press, there is great confusion about what the District is proposing. Since any such new model would also need to be approved by the San Mateo Union High School District, resolving details is complicated. On the plus side, expanded concurrent enrollment would bring more enrollment and better articulation with CSM's major feeder high school district. On the negative side, there are significant questions about curricular integrity and the Union contract that need to be ironed out before any new plan can be put in place. Chancellor Galatolo has stated a commitment to work collaboratively with AFT and the Academic Senate in forming this new concurrent enrollment plan. Expect to read much more about this in future issues of the *Advocate*.

"To Pay or Not To Pay": Distance education and faculty compensation

AFT is in the process of writing a letter to the District demanding to negotiate on the question of compensation for faculty teaching distance learning courses. As distance education continues to evolve, it is critical that the Union and the District negotiate a range of faculty compensation issues. The central question here is whether the District is willing to compensate faculty appropriately for work involved in developing and implementing distance learning courses. CSM Professor and AFT campus co-chair, Ron Brown, is the AFT representative on the Distance Education Advisory Committee. We will keep you updated on the work of this committee and on developments with this important issue.

It pays to be in the Union!

I am wondering how many of you have explored the discounted services available to Union members through the American Federation of Teachers. For a number of years I have wanted to establish a living trust. I recently received an AFT letter explaining a new living trust service offered through United Estate Planning. I spoke with Graham Hawley, Estate Planner with United Estate Planning, who explained the costs and benefits associated with

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President's Letter

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creating a living trust. Since I had explored this before, I knew that attorney-generated living trusts generally cost anywhere from \$2,000 to \$3,000. Graham explained that through United Estate Planning, CFT members could obtain an attorney-generated trust for \$750, for a smaller trust, or \$1050 for a larger trust, depending on the value of the estate. When I indicated my interest in moving ahead with creating a trust, Graham immediately set an appointment to come to my home to obtain the information to complete my trust. Usually, it is necessary to go to an attorney's office for this service. Currently, I am waiting to receive my completed living trust which should arrive in three to four weeks.

AFT publishes a booklet, which you can obtain through our Union office, detailing the range of discounted services available to Union members. These include such items as pet in-

surance, Powell's online bookstore, discounted legal services, car rental discounts, theme park discounts and union-made clothing discounts, to name a few. I encourage my colleagues to check out the possibilities. Up to the minute information on Union discounts can also be found at www.aft.org by clicking on the AFT Plus member benefits link.

In closing, here's hoping that your semester has been less "crazy" than mine. For me it has been a good time to practice "staying centered" and to see if my "self-care" plan really works. I keep reminding myself to set "clear boundaries" and not "over schedule"—or as the saying goes "just say no". Whatever your experience has been, we must not lose heart since spring break is just around the corner. So, my dear colleagues, if your semester has been like mine, avoid the impulse to go over the edge. Just stay focused and remember that this too shall pass!

Dozens of faculty send AFT messages of support for the union's work in finally gaining pay for part time office hours

President Ernie Rodriguez and AFT 1493 have received dozens of messages of support regarding the long-delayed pay for part time office hours. We appreciate all of your feedback. Below are some examples.

- Thank you, and all the union, for your hard work in getting us paid for Fall 06 office hours. As a part-time instructor, I can tell you that it is VERY much appreciated!
- Thanks so much for pursuing this for us. As one colleague said, "I couldn't tell my landlord I'd pay him in June!" Your stepping forward for us is so much appreciated.
- Yea! Thanks for all the hard work, Ernie (and the rest of the Union reps)! Keep it up--you folks rock.
- Thank you for everything. What you are doing is directly enhancing my quality of life. Keep up the great work!
- This is very welcome news. Again, I appreciate your work, your effectiveness.
- Thanks for all your efforts on our behalf--God knows the district will do nothing until their feet are held to the fire. And in the case of the recent seniority issue, it seems they can act with impunity even when found legally in violation of our contracts. Nonetheless, thanks again.
- As a lawyer, I really appreciate the work that you do for us!
- Ernie, thanks to you and the union for representing the needs of part-timers—this one has been a long time coming!

Should we trust what the Chancellor says? Galatolo agrees to restore CSM adjunct librarians' contracts, then doesn't do it

by John Kirk, AFT 1493 Chief Grievance Officer

Adjunct librarians are full members of the faculty. They are given a contract before each semester and that contract states their hours of employment for the semester.

For example, an assignment might be Monday 8-2 and Wednesday 8-12. This 10-hour per week assignment would constitute a part-time assignment of 27% of full-time (a full-time assignment for librarians is 37.5 hours per week). The adjunct librarian could then pencil in his or her assignment for the entire semester. Those hours would be guaranteed by contract. Those hours would be supplemented during the semester with some extra hours filling in when full-time librarians went to a conference or were out sick.

In order to earn a living, the librarian could then seek other employment at other libraries on the days and/or times he was not working in our district (in the example above, Tuesday, Wednesday afternoon, Thursday, Friday and Saturday). One could seek employment on those other days or fill some of the time slots with other chosen activities—play in the local symphony, take care of a grandchild one day a week, volunteer at a local school, take a class at a local community college, write her memoirs, work in the garden, or hike on local trails—in other words, have a life.

Library Director institutes "Wal-Mart" scheduling

That is the way things have been for adjunct librarians in the San Mateo County Community College District until the beginning of the fall semester 2006. The Director of Library Services at the College of San Mateo unilaterally decided to stop giving semester length contracts to all of the adjunct librarians and "to hire them as needed." They were initially asked if they were available during the following hours

during the following two weeks. This is precisely what Wal-Mart does to its employees. If you don't know your work schedule in advance, you can't plan your life. The adjunct librarians could no longer commit to work at other libraries in advance because they didn't know their CSM assignment in advance.

Unilaterally ending contracts violates contract and state law

A number of the rightfully upset librarians came to the union. The union told them that it is a violation of the contract to unilaterally change the past practice of issuing semester length contracts, and furthermore it would be a vi-



olation of the Educational Employment Relations Act to unilaterally change hours of employment without first negotiating with the union. ("Hours of employment" is specifically listed in state law as a mandatory subject for collective bargaining which cannot be unilaterally changed, but must be negotiated.) The union communicated this to the college and district administrations. When the administration refused to issue semester length contracts and refused to negotiate the issue, the union filed a grievance and filed an unfair labor practice charge with the Public Employment Relations Board.

The remedy sought by the union was not just to force the administration to return to the status quo by issuing

semester length contracts to adjunct librarians, but to also pay them for any lost hours of employment that resulted from the new system. Some adjunct librarians lost hours at CSM while others also lost hours at other jobs because they could no longer commit to future work because they didn't know their schedule at CSM more than a few weeks in advance.

Two separate grievances were filed on October 18, 2006 and the unfair labor practice charge was filed on the same date. A Level I hearing was held with the College President on November 2, 2006. One of the adjunct librarians testified at the hearing and explained, in detail, how this new system of variable hours was playing havoc with her life and her economic security. As required by the contract, the College President responded in writing to the issues raised in the grievance. In her response dated November 29, 2006, she stated that "there has been no contractual violation in the scheduling of (the adjunct librarians) and, therefore, this grievance is denied."

Chancellor says restored librarian contracts would be his "Christmas present"

The grievance was appealed to Level II and a hearing was held with the Chancellor on December 18, 2006. Present at that meeting were the Chancellor, Ron Galatolo, the Vice-Chancellor, Harry Joel and John Kirk, AFT Grievance Officer. The primary issue discussed was the unilateral change in the past practice of providing semester length contracts to adjunct faculty librarians. The union rep argued that the criteria for establishing whether or not a practice qualifies as a "past practice" were all met in this case. Those criteria are as follows:

1. Longevity—the district has issued semester length contract for at least 30 years

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Community college initiative campaign submits almost 1 million signatures to state; Measure expected to be on February 2008 ballot

In mid January, nearly a million signatures were filed by the community college ballot initiative campaign, which has been strongly supported by the California Federation of Teachers along with other organizations. The initiative would stabilize and increase community college funding, strengthen governance, and assure lower student fees. The measure needs 598,105 valid signatures to qualify. Based on statistical sampling completed prior to the filing, more than 70% of the signatures are valid and the initiative will be qualified. If that proves to be



Shown signing the petition are (from left) Marty Hittelman, newly-elected President of the CFT, Dennis Smith, newly-elected Secretary Treasurer of the CFT, and Dean Murakami, President of the Los Rios College Federation of Teachers. Photo by Carolyn Inmon.

the case, a constitutional and statutory ballot proposition will be on the ballot in the next California general election, which is now scheduled for February of next year.

Now that the initiative seems likely to be headed to the ballot, another campaign has begun to educate the voters and to garner the endorsements of key supporters. Though initial polling indicates a 63% level of support without arguments, which moves to 69% after arguments are made, a campaign will still be needed. Look for a call for campaign volunteers in the Fall.

Grievance Report: Chancellor's word is unkept

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2. Repetition- contracts have been issued every semester
3. Consistency- the content of the contracts have remained the same
4. Knowledge- employees are aware that they receive a contract each semester
5. Acceptance- both sides accept the contract

At that point in the meeting the Chancellor said to the Vice-Chancellor: "We should go back to contracts for the semester." He then turned to the union rep and said this would be his "Christmas present."

The meeting ended with the understanding that the primary issue had been settled. As a result of that understanding the Unfair Labor Practice charge was put on hold while details of the settlement could be worked out.

As the Spring 2007 semester began, the adjunct librarians asked the union when they should expect to see their contracts. On January 30, 2007, the union contacted the Director of Library Services who wrote back the following: **"None of the hourly/adjunct librarians are working under a 'contract'. They work 'as needed.'"**

When the Chancellor was informed on February 1, 2007

that nothing had been done to resolve the issue, he responded on February 28, 2007 with the following:

"I concur with you that it would be beneficial to have semester length assignments for adjunct librarians; however, as with similar situations concerning adjunct faculty assignments in relation to their seniority, we must also critically evaluate essential factors such as skills/abilities and program need and if those factors are reasonably equivalent then consider seniority in determining assignments. ... Accordingly, maybe it would be prudent to at this stage to either get the appropriate parties together in an attempt to resolve this matter...or it should be addressed through a more formal course of action such as arbitration."

Instead of getting "the appropriate parties together" to resolve the matter, the district's lawyer (the County Counsel) contacted the union attorney and said that the issues raised by the unfair labor practice charge apparently could not be resolved.

That leaves only arbitration as a means of resolving the issue – a very expensive option.

The union is awaiting the Chancellor's official response to the grievances. If he does not order that the adjunct librarians be offered semester length contracts, then it will be difficult in the future to trust what he says.

Professional Development Committees need District to provide clearer data

by Rick Hough, Skyline College Chapter Co-Chair

For the past year or so, faculty, staff, and administrators on all three campuses have been spending time and energy working on the SLOAC process. One of the overarching themes of the SLOAC is transparency. The idea is that if we clearly communicate to our students what they are supposed to be able to do when they are finished with the course/program/institution, there is a better chance that they will be successful.

This emphasis on “transparent communication” could go a long way toward improving the working relationship between the three college Professional Development Committees and the District. In this article, I will explore two issues that illustrate this potential.

First, by contract each campus receives monies to be used for professional development. Part is the allocation, equal to 1% of full-time faculty salaries, and the rest is the carryover from the previous year. The carryover is 100% of the committed funds (an important piece since for example committees often commit this year’s funds for next year’s projects), plus 100% of the uncommitted funds up to one-third of the previous year’s allocation. (In other words, the committees need to use or commit at least two thirds of their allocation each year or the District will take it back.)

I imagine that to calculate the allocation each year, someone runs a Banner report that provides the full-time faculty salaries for each campus from which they simply add them up and divide by 100. An example of a way to practice transparent communication for the transfer of monies would be to provide professional development committees with a copy of the Banner report, as well as an accounting of the carryover and how it was determined.

The other opportunity for a SLOACTic dose of transparent communication is the benefits portion of faculty replacement costs. When a faculty member is released from their classes for professional development and replaced by another faculty member, the cost of the replacement is, of course, charged to the professional development balance. In order to estimate the cost of this replacement before applying for the release, a faculty member’s dean uses a formula, based on the number of hours, the highest pay rate on the adjunct salary schedule (to be prudent) and the cost of benefits of the substitute. After the release has happened, then the actual cost is calculated based on the rate of pay for the actual sub, and this amount is charged to the fund.

The formula for calculating the substitute’s benefits’ costs must be based on some underlying state law or actual cost to the district and it should be able to be clearly explained to the Professional Development Committees.

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VIEWPOINT

“Allstate management” furthers faculty deprofessionalization

by Greg Davis, Political Science, CSM

The recent discussion about the possibility of relocating Division Deans on a single administrative floor in a yet-to-be-built office building at CSM, separated from the faculty they counsel and serve, is another indication of what I call the Allstate management mindset. It is merely another dimension in the process of the deprofessionalization of community college faculty.

It started several decades ago with the elimination of sabbaticals which did not have an immediate and obvious “benefit” for the College. This was followed by introduction of the two-tier wage system, with more and more part-timers paid at lower rates, deprived of medical and retirement benefits, and denied any sure prospect of tenure or full-time status, regardless of time of service. The result was not only an unprofessional climate of insecurity and precariousness among faculty, but also a lowering of the quality of instructors as graduates from top universities realized that community college teaching would no longer be financially attractive for them.

Next came that monument to trivia and irrelevancy, “flex days” (designed for “employees,” not professionals), followed by “expert” advice from outside management consultants, adoption of a Master Plan based on the corporate model, and, heaven help us all, “technology infusion.” By this time, distance learning classes and on-line instruction had been introduced into the curriculum, and the president of the CSM Faculty Senate was compliantly referring to our college president as “the CEO.” For a while, faculty lost priority for parking near their offices, as the “open” Silicon Valley parking model was applied and some of us had to hunt frantically for parking spaces every day as our students waited in classrooms.

Now we are subject to the latest management fad, SLO’s; and perfectly usable buildings are being torn down or remodeled to provide “smart classrooms.” Notice that no one is talking about smart teachers any more; and indeed, soon we may be staffing our faculty with graduates from Phoenix University. To reach absolute efficiency, the final goal could even be a fully automated college; and with a Chancellor and President trained in such disciplines as accounting and management, those at the top would be seemingly well qualified to make the necessary changes.

Where does all this, in any case, leave the student? Undoubtedly, equipped with a cell phone or iPod, “smart” like a smart classroom, and possessing less and less of what anyone could honestly term “education.” And the faculty? Will more of them decide to apply at Allstate, for jobs for which, after the CSM experience, they will be eminently qualified?

My first CFT Convention: AFT 1493 delegate logs her experiences at statewide union gathering

by Monica Malamud, Cañada College AFT 1493 Chapter Chair

Friday, March 16, 2007

4:45 a.m.: My alarm goes off. Is that MY alarm? Am I supposed to get up after only four hours of sleep? Even though I'm just half awake, I manage to get out the door by 5:05 and drive to SJC to catch my 6:40 a.m. flight.

7:45 a.m.: I arrive in LAX. Very foggy. Weather.com lied to me! Where's the sun? Is this really LA? I hope so. I hope I wasn't so sleepy I boarded the wrong flight! I take a shuttle to the hotel (the one I made a reservation with, which means that I must be in LA after all). First attempt at early check-in—unsuccessful. Just leave the suitcase in storage. The CFT Convention is about to start and I feel clueless and lonely.

9:30 a.m.: In a big room with many other delegates, I no longer feel lonely. This is the "New Delegate Orientation", so at least I'm not the only clueless person attending a CFT Convention for the first time. The presenter somehow manages to pack a lot of information into a half hour orientation. I learned enough about how to navigate the convention, how to select a workshop, how to vote for candidates, how the resolutions are developed, discussed and voted on, that I no longer feel clueless. And the coolest thing is that now I also feel POWERFUL: I just found out that my vote counts for 355 votes!

10:00 a.m.: The first general session starts. As I expected: short speeches (welcomes and introductions), followed by longer speeches (Antonio Villaraigosa, Mayor of L.A., and State Senator Gil Cedillo). Dan Kaplan (AFT 1493 Executive

Secretary) is with me, and Raquel Cruz Manzano, from Oaxaca, joins us a bit later. Raquel is the Secretary for Professional Affairs of Section 22 of the Mexican Education Workers' Union, and a guest speaker at the CFT Convention.

12:00 noon: Second attempt at early check-in—unsuccessful again. So I go out for a walk to make sure that I can still trust weather.com. Yes! It's sunny now! Enjoy, because after this, it's back-to-back sessions until 10 p.m.

1:30 p.m.: So many workshops, so little time! Twelve workshops to choose from, but I can only attend one, and I pick "Bargaining Basics". It turns out to be a great choice: I get an overview of the bargaining process and some helpful

hints from the experts. It's so great to see a familiar face too! It's Julien Minard, CFT Training Director, whom I met last July at the Union Leadership Institute, and again in August when she led the retreat of our AFT local.

3:00 p.m.: It's time for the Convention Committees to work on the resolutions submitted by locals. I alternate between two subcommittees of the Educational Issues Committee: Higher Education and K-12. In the Higher Ed subcommittee, we discuss resolutions related to job protection and pro-rata pay for part-timers, and hiring more full-timers in order to reach the minimum 75:25 FT to PT ratio mandated in AB 1725.

The K-12 subcommittee considers resolutions spanning from Early Childhood Education to the CAHSEE (California High School Exit Exam) for non-English speaking students. I'm even brave enough to speak against a resolution that I find problematic; it ends up being the only resolution from the

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At the end of Oaxacan Teachers Union representative Raquel Cruz's presentation to the CFT Convention on Saturday, March 17, the Convention delegates passed the hat to raise money to support the Oaxacan teachers' struggle that will be presented to Local 22 by Raquel Cruz. More than \$2200 was raised. Raquel told CFT activists that the money would be used to support the political struggle of the Oaxacan people. From left to right: Dean Murakami, President of the Los Rios Federation of Teachers, and Chair of the Socio-Political resolutions subcommittee at the CFT Convention, Raquel Cruz Manzano, representative of Local 22 of the Oaxacan Teachers Union to the CFT Convention, Mario Vazquez, translator for Raquel Cruz, attorney and organizer for UTLA, Dan Kaplan, AFT Local 1493 Executive Secretary and moderator of the CFT Convention workshop on Oaxaca, and Rosemary Lee, UTLA activist and participant in the Oaxaca workshop at the CFT Convention.

My first CFT Convention

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K-12 subcommittee that is referred back to the Executive Council.

5:30 p.m.: Union social—food, music and chatting. I can finally find time to talk with Elizabeth, Lisa and Rachel, who attended the Union Leadership Institute with me last summer, and say “hi” to Mary Millet, one of our workshop instructors at ULI. But this is not just a social: there’s also a video presentation celebrating 20 years of the Labor in the Schools Committee.

7:00 p.m.: Back to work until 10 p.m. Division councils meet and I attend the Community College Council (CCC). The other two are the Early Childhood/K-12 Council and the Council of Classified Employees. Marty Hittelman, president of the CCC, reports on a variety of topics, including the Governor’s 2007-2008 budget proposal and CC funding, health care, and issues presented to the Board of Governors of California Community Colleges, as he walks us through 54 pages of documentation. We also hear an update on legislative action. Finally, we hold the election of new officers for the CCC, and Carl Friedlander, from the LA College Faculty Guild, is elected president.

10 p.m.: Bedtime or party? I’m too tired to party, but I need to wind down after such a busy day, so I join the fun with the rest of the CC delegates.

The fun continues

The next two days at the CFT convention were just as busy as the first.

On Saturday afternoon, I attended my second workshop. This time, the choices were seventeen! I settled for “New Funding Structure for Community Colleges”, in which Marty Hittelman explained very clearly how annual funding allocations for the community colleges are made under SB 361.

We had three general sessions on Saturday and one on Sunday. At each of these sessions, there was time devoted to consideration of resolutions brought forward by each of the subcommittees in the Resolutions Committee (Education Finance, Health Care, Retirement and Benefits, Professional Issues: K-12, Professional Issues: Higher Education, Socio-Political). To my surprise, we were able to vote on all 31 resolutions. The debate was conducted in an orderly manner and I found it very interesting. This was an excellent opportunity for me to learn about the issues with which the union is involved at the state level.

During these general sessions we heard four more speakers:

- Congresswoman Lynn Woolsey spoke mostly about the

No Child Left Behind (NCLB) Act. Convention delegates listened attentively, but many also expressed their disagreement with her ideas.

- Mary Bergan, CFT President, 1991-2007, gave the State of the Union Address. She spoke about recent accomplishments of the CFT and the challenges that lie ahead for the union.
- Raquel Cruz Manzano, Secretary for Professional Matters for the teachers’ union local in Oaxaca, Mexico, gave an overview of the terrible situation that Oaxacan teachers continue to endure and their on-going struggle against governmental repression.
- Art Pulaski, Secretary-Treasurer of the California Labor Federation, spoke about health care reform. Art’s presentation was preceded by a slide show, narrated by Fred Glass, CFT Communications Director, that the CFT has designed in order to publicize the advantages of universal health care and its efforts to secure health care for all in California.

Election of new CFT officers was another item of business in the general sessions. Throughout the sessions, we heard nominations for CFT President, Secretary-Treasurer and 24 Vice Presidents. Candidates were invited to give speeches. Voting took place between 7 and 8 p.m. on Saturday night. Since none of the candidates for president garnered a majority of votes cast, there was a run-off on Sunday morning. In the last general session, the new CFT president was announced: Marty Hittelman.

As I look back, my participation in the CFT Convention was a wonderful experience. It allowed me to learn about many current issues that affect us all. It was an intense weekend during which I had the opportunity to listen to both union leaders and government officials, participate in interesting discussions and connect with faculty all across the state. After attending the CFT Convention, I have a better picture of how our work relates to the work that others do at so many different levels. See you at the next one!

Professional Dev. Committees need clearer data

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Some method to the madness of the benefits charged to the professional development funds correspond directly to the money paid by the district for the benefits for that substitute. Professional Development Committees would like an open dialog started to clarify how this formula works and how it is determined. We would like this process to be more transparent so that we can serve our fellow faculty better.

Professional development is an important component of being a good educator. With sabbaticals coming out of the same fund as short and long term leave, every penny must be analyzed and cross referenced. In order that we all increase our success rates and ensure that the maximum number of quality proposals be approved, we would like to see the district strive toward more transparency.

Your input is needed on AFT's negotiations survey

The AFT 1493 negotiations team is preparing to negotiate with the District three re-openers for next year. The current contract between the AFT and the District states: "For the 2007 - 2008 and 2008 - 2009 contract years, each party can re-open up to three non-economic items in any article excluding Articles 8 (Pay and Allowances) and 9 (Health and Welfare Benefits)." AFT is now asking our members to help us set priorities and directions on the negotiations process by giving us input on our Online Negotiations Survey, which is accessible on the AFT 1493 website at: aft1493.org. Click on "Faculty Surveys" (on the left side of the home page.)

Some of the issues that faculty have listed on the survey so far include:

- Improvements for faculty who teach online instruction, e.g. lower maximum class sizes, extra pay for course preparation and development
- Increase the level of funding for Professional Development
- Improve retirement benefits for faculty hired after 1993 and after 1987 so that all employees earn the same benefits.
- Part-time faculty should get advanced on step for experience outside of SMCCD WHILE they're working in SMCCD. (Currently, this experience does count BEFORE they work at SMCCD.)
- Extend maternity leave.
- Protection against potential "bundled classes", i.e. multiple sections (online and classroom) taught by a single instructor and paid for as a single section.
- Strengthen seniority language for part-time faculty and provide multi-year contracts to adjuncts on the basis of seniority and satisfactory performance.
- Immediate family illness leave should be changed so we can have unlimited time off (deducted from sick leave) to care for sick family members.
- Full-time status should be defined as twenty-four (24) FLCs per year, due

AFT 1493 wins four CFT communications awards

AFT Local 1493 won four state-wide Communications Awards at the CFT Convention this year:

Greg Davis won First Place in the category of Best Persuasive Writing for his Advocate article "FCC threatens freedom of expression at KCSM-TV". The judges' comments on Greg's article: "Chilling, timely and informative. Provocative. Reaches out to a larger issue of freedom of expression. Full of facts, arguments, and quotations."

Katharine Harer won Third Place in the category of Best Feature Writing for her Advocate article "We took on the state and we came out whole: Jinny Sims and the British Columbia teachers' strike".

Ruth Strong (Cañada student) received an Honorable Mention in the category of Best Flyer or Poster for our AFT Poster "Faculty: Our Special Interest".

And for the second year in a row *The Advocate* won Second Place in the category of General Excellence (in a Six-or-more page newsletter).

Learn how AFT negotiations work and how you can play a part in the process.

Come to AFT 1493's Negotiations Workshop.

The Workshop will be held in late April or early May (date and time to be announced.) Please call the AFT at 574-6491 for details.

to excessive committee work and other non-teaching responsibilities.

- Lower class size, especially in basic skills classes
- Interest on retroactive payments.
- Progress towards pro rata pay for adjuncts.

Please go to: aft1493.org and give us your suggestions for what to negotiate.

The Advocate is turning 30 years old! Celebration being planned for Fall

This year is the 30th year of continuous publication of AFT Local 1493's award winning newsletter, *The Advocate*!

This issue is Volume 30, Number 5. We have published six issues each academic year, three in the Fall semester, and three in the Spring semester since Volume 1, Number 1 came out on September 8, 1977. (Plus, of course, many one-page Opening Day issues of *The Advocate*, and recently many issues of AFT 1493's E-News.)

Each year the California Federation of Teachers holds its annual Communications Awards competition and every year *The Advocate* has been judged to be one of the best publications in a variety of categories, including many times winning the First Place award in the General Excellence category for a Six-or-more page newsletter. *The Advocate* has just been awarded Second Place in the state in this category for the second year in a row!

So AFT thinks it is time to celebrate *The Advocate*, the voice of AFT Local 1493. To that end, we are in the early stages of planning a dinner and an evening program that will highlight the achievement that our 30 years of continuous publication represents.

At the beginning of the Fall 2007 semester, you will be invited to attend a catered dinner/social event at a local union hotel, listen to past *Advocate* editors and writers tell stories about how they managed to maintain such high standards of journalistic integrity, and perhaps hear a few jokes about previously censored stories that now will finally be told for the first time. We will also honor various faculty members for their many years of service to the truth-telling mission of *The Advocate*.

If you are interested in helping to plan our *Advocate* 30th Anniversary Celebration, please give the AFT a call at 574-6491.