

PRESIDENT'S LETTER

New AFT 1493 President is your "representative"

by Monica Malamud, AFT 1493 President

Dear faculty colleagues,

I hope your fall semester is off to a great start! More importantly, I hope every day of this semester is filled with enjoyable, productive



Monica Malamud,
AFT Local 1493 President

and rewarding experiences for you. Although I am already incredibly busy, I'm very happy to be back at work, after spending all summer with my sons, including one month in Buenos Aires with my family and friends. Last spring semester I had a much lighter teaching load than usual, thanks to the flexibility that our unit banking program offers, so this fall I was eager to teach a full load once again.

Honored to represent all faculty

And with much anticipation I start my term as AFT 1493 President too! I must confess that I find it odd when others call me a "leader". Frankly, I am still somewhat uncomfortable, as I've been on past occasions, with the title of "President" or "Chair". I enjoy having conversations with different people, carrying the message of my colleagues, representing them in different forums, reporting back to those I represent,

continued on next page

AFT & District reach tentative settlement on "re-openers"

Our AFT negotiations team met with the District team throughout the summer in an attempt to reach agreement on three "non-economic" items: strengthening grievance procedures, strengthening part-time seniority language and creating contract language for distance

Improvements were made in grievance procedures & part-time seniority; and new contract language was created for distance education

education. We made some positive headway on all three items, but could not reach agreement on the distance education language.

This was a key area for our negotiating team as it was the first time the District had agreed to bargain ANY contract language for online instruction. Writing fair and equitable contract language for distance education benefits everyone – faculty, students and the District as a whole since it is an area earmarked for growth. We invited faculty members involved in teaching online classes to help us with our initial proposal, and we included two AFT members of the DEAC team in two lengthy bargaining sessions during the summer in order to benefit from their expertise.

We continued to negotiate once the Fall semester got underway. On September 10th we brought our concerns about the online piece to the AFT Executive Committee. We were given strong direction from

the EC to hold the line in one very important area where we hadn't gotten any movement from the District: compensation for faculty who develop new online courses.

When we returned to the table on Friday September 12th and revisited this issue, we engaged in

a very fruitful session with the District team. The two teams worked collaboratively to reach an agreement that resulted in strong contract language supporting compensation for faculty who are approved by their supervising administrator to develop or restructure an online course.

Highlights of the overall contract agreement, which we tentatively settled on September 12th, follow. Faculty will have an opportunity to study the details of the agreement, attend a District-wide meeting, and vote to approve or disapprove on October 1 and 2. Here are a few highlights of the new agreement:

On Grievance Procedures

- The time period in which a grievance must be presented has been increased from 20 to 30 working days.
- The time period in which the

continued on page 8

INSIDE THIS ISSUE

- 3 Katie Schertle takes over as Cañada College Chapter Chair
- 3 New grievance officers ready to deal with faculty problems
- 4 - 6 AFT throws big retirement bash for John Kirk
- 7 "Who are the workers?" a poem by Katharine Harer
- 8 Faculty forum and vote planned on new contract

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President's Letter

continued from the previous page

and starting the cycle all over again. In other words, I prefer to see myself as a "representative". In the past seven years, I have represented Cañada faculty by serving on a variety of committees: Academic Senate Governing Council, College Council, Planning and Budget, Strategic Planning Steering Committee, Accreditation and, of course, as Cañada Chapter Chair with AFT. It is an immense honor for me to now represent all faculty in the District.

Five AFT 1493 members get CFT leadership training

In order to prepare myself for this new professional challenge, I attended the California Federation of Teachers (CFT) Union Leadership Institute (ULI) in June. After a week-long course, plus two mini-courses, I emerged better equipped with training, tools, resources and connections. So did several other members of the leadership team of our union local: Teeka James (Co-Vice President), Anne Stafford (CSM Chapter Co-Chair), Nina Floro (Skyline Chapter Co-Chair and member of the Grievance Team), and Ron Brown (CSM EC Rep and member of the Grievance Team). They are all dedicated to serving faculty through union work, and gave a whole week of their summer in order to attend training that will allow them to do their jobs more effectively and build a stronger faculty union in our district.

Two members of the Executive Committee retired at the end of last year: Ernie Rodriguez (AFT President, 2006-2008) and John Kirk (Grievance Officer extraordinaire for 35 years). We are tremendously thankful to them for their contributions to our AFT local. And while they begin to ease into retirement with their post-retirement contracts, our Local moves forward with a new Grievance Committee (see article on page 3 of this issue), and welcomes a new EC member: Katie Schertle, Cañada's new Chapter Chair.

Trust Committee (AFT, Senate & administrators) getting set to revise faculty evaluation processes

One important project that we're embarking on is the revision of faculty evaluation procedures. In order to accomplish this, a Trust Committee is being reconstituted. A Trust Committee originally worked on evaluation and hiring procedures in 1990-92, in order to implement the mandates of AB 1725. In the new Trust Committee, faculty representatives from both the AFT and the Academic Senate, as well as administrators from throughout the district, will once again work collaboratively on important matters that affect all faculty.

District enrollment jumping

It's no secret that the faculty in our district provide a great education for our students. And students know that. This semester, according to data gathered after two weeks of instruction, enrollments and headcounts are both up by more than 4%, when compared to the same point in time last year. Cañada has had a significant increase in concurrent enrollments, while Skyline has had important gains in first-time and returning students.

I hope that in addition to teaching your courses and participating in countless committee meetings, you will find the time to be involved in your faculty union: talk to your Reps, attend AFT meetings, voice your opinion in our surveys. I invite you to call me (x3442) or send me an e-mail (mal-amudm@smccd.edu). I pledge to be the best "representative" I can be, but I cannot do my job if I don't know what's on your mind. □

The Union is U

Get involved!

Katie Schertle takes over as new Cañada Chapter Chair

Beginning this semester, Katie Schertle will be taking over the position of Chapter Chair for Cañada College.



Katie Schertle, Cañada Chapter Chair

Katie grew up in Southern California and obtained her B.A. in English and American Literature from U.C. San Diego. She then moved to the Bay Area to attend San Jose State University where she received a Single Subject Credential in English and a Master's Degree in TESOL.

She has taught at Mountain View High School, San Jose State University, and Foothill College, but is happiest teaching in a community college. "Community colleges are crucial for our society," she says. "They give a chance to people who might otherwise be overlooked by the system."

Katie began teaching English as a Second Language at Cañada as a part-timer in 2000, and a year later obtained her full-time status. While at Cañada, she has served as both Division Representative and Secretary to the Academic Senate Governing Council and is currently the Humanities and Social Sciences Division Representative to the Curriculum Committee. "Being on these committees has taught me so much about my college and my colleagues. I decided to take on the position of Chapter Chair because I wanted

New system set up to handle complaints and grievances

Three new AFT 1493 grievance officers are ready to help you deal with problems on the job

Not all faculty complaints become formal grievances. Many are resolved in a more informal manner. That is always the goal, if possible. In the past, long-time AFT Local 1493 Chief Grievance Officer, John Kirk, was the lynchpin and tireless leader in handling our Local's grievances. John retired at the end of the Spring semester after having taught Economics at CSM since 1969 and dedicating 35+ of those years to grievance work. (See page 4 in this issue for a report and photos of John's memorable retirement party held last June.)

New team takes over from retiring John Kirk

John did all of his grievance work for three units of release time each semester. He was exceptionally generous and selfless in this regard. Although John is irreplaceable, our Local had to come up with a way to continue all of the grievance work that John had been doing. It took some creativity to come up with a new plan for AFT to take care of grievances, but as of the Fall semester, AFT now has a new grievance system in place that is explained below.

The Executive Committee decided that it was necessary to double the amount of reassigned time offered to find the right people to continue to process grievances in the District. We have now allocated six units of reassigned time to three individuals, each

to understand more about the union. I think the best way to learn about the various groups that make up our college is to do committee work, and I'm looking forward to the experience I'll be getting with AFT." □

of whom will receive two units to do grievance work for our Local.

New grievance officers attended union leadership training

All three of our new Grievance Officers are veterans of the AFT Local 1493 Executive Committee. Chip Chandler (x4286) attended the Union Leadership Institute's Grievance Handling workshop several years ago and has worked alongside John Kirk on numerous occasions. He teaches at Skyline and will serve as the Coordinator of our Local's grievance cases. Nina L. Floro (x4414), also from Skyline, and Ron Brown (6691) from CSM, attended the Grievance Handling workshop this past summer at UCLA. Both Nina and Ron will join Chip in handling grievance issues in our District.

Have a complaint? Contact your Chapter Chair first

As has always been the case in the past, the Chair or Co-Chairs at each of the three campuses will also serve on the Grievance Committee with the Grievance Officers. This means that faculty with complaints or possible grievances often first call the Chapter Chair on their campus for consultation about their problem. The AFT office staff also often receives such phone calls or e-mails. When a situation warrants, faculty will now be referred to the Grievance Officers for further discussion and investigation of the facts of a particular case.

Our Local now has a very competent group of union activists ready and willing to help faculty solve whatever problems they might have. Don't hesitate to give them a call when you feel it is necessary. □

AFT 1493 throws big retirement bash to honor John Kirk's 35+ years of union activism

On June 6, AFT Local 1493 threw a party to celebrate the over 35 years of union activism of its retiring Chief Grievance Officer, John Kirk. It was a memorable occasion for all who attended.

The evening began in the College of San Mateo auditorium at 6:00 p.m. Many of John's faculty colleagues spoke, including both fellow union activists who John has worked with over the years and faculty members who John has helped in numerous ways, both through successful grievances and informal resolution of complaints.

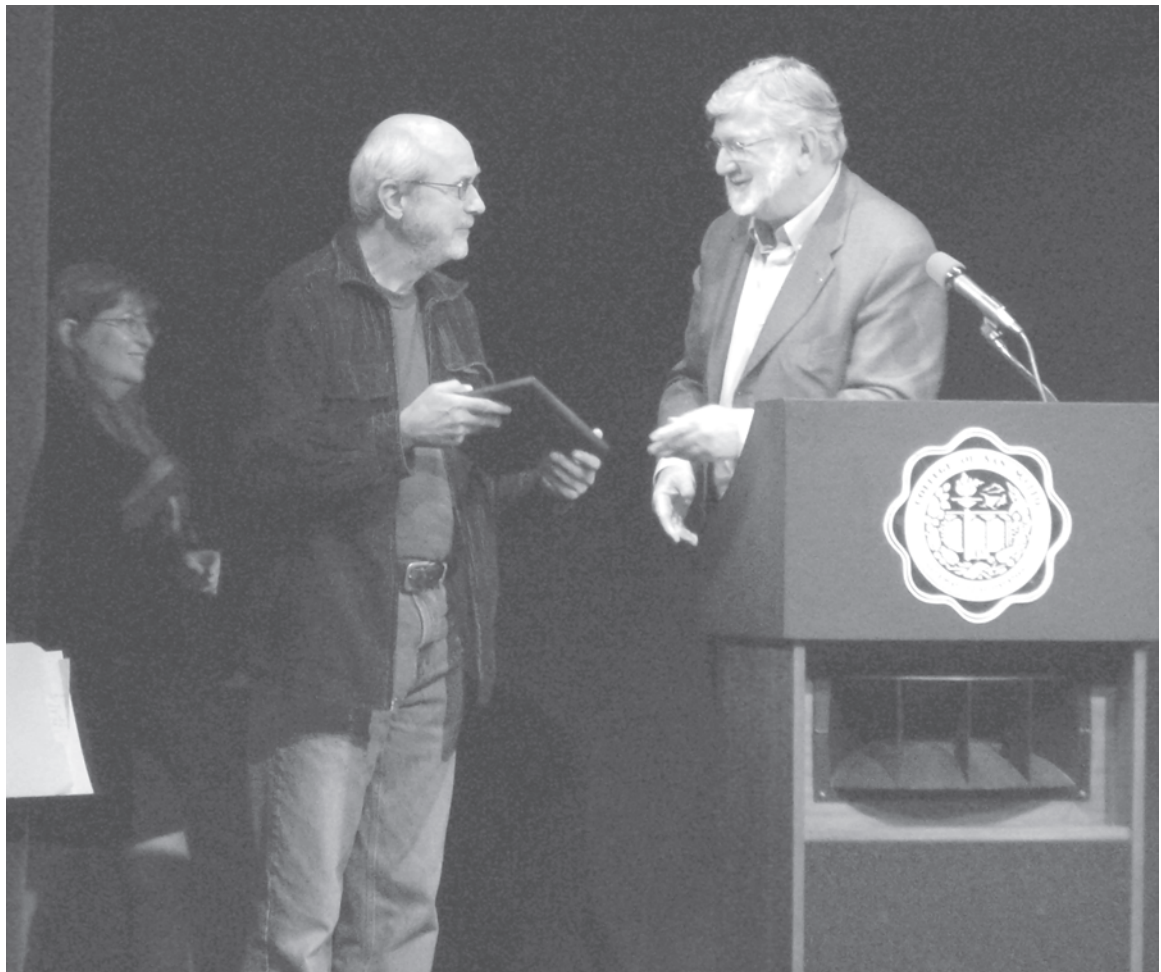
Dan Kaplan, the Local's Executive Secretary since 1994, opened the festivities by outlining the evening events and he then made brief remarks about his experience working with

John over the last fifteen years.

Fred Glass, the Local's first Executive Secretary, now the Communications Director of the California Federation of Teachers, spoke of his work with John 20+ years ago. Fred also showed a clip from his "AFT 1493: The Movie" which he made on the occasion of the Local's 25th Anniversary party. The film clip showed a slightly younger John talking about his grievance work and his motivation for doing it.

Joe Berry, the Local's second Executive Secretary, sent warm greetings to John and the gathering, acknowledging all that John had taught him about how to do good union

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CFT President, Marty Hittelman (right), presented John Kirk with a plaque to honor John's career of union work

John Kirk's retirement party

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work. And Pat Manning, one of the founding members and central leaders of AFT Local 1493, sent a special greeting to John on the occasion of his retirement.

Ernie Rodriguez, now the immediate past President of Local 1493, and Teeka James, Co-Vice President of Local 1493, spoke eloquently of their experience of learning from and working with John over particular years of his activism in the Local.

The Local's attorney, Bob Bezemek, reviewed some of the grievance and arbitration cases that he worked on with John, expressing what a pleasure it was working with someone as conscientious and meticulous with the facts as John has always been.

Some of the most moving speeches of the evening were from faculty members who had been personally helped by John through his grievance work. Some of the faculty John helped over the years literally had their careers saved as a result of John's assistance in fighting back against often arbitrary and punitive administrative behavior.

Past Presidents of the Local, Joe McDonough, Diane LeBow, and Paul Stegner also spoke or took to the stage to honor John. And the just-elected new President of Local 1493, Monica Malamud, chaired the latter half of the program. Throughout the evening, there was a nice mixture of both the past and the present history of Local 1493.



As AFT 1493 immediate Past President, Ernie Rodriguez, spoke, John Kirk (seated center) and John's wife, Judy (seated right), were flanked by previous Past Presidents Joe McDonough (seated left) and Diane LeBow, Katharine Harer and Paul Stegner (standing left to right at right)

Katharine Harer, the other Local 1493 Co-Vice-President, read a moving and subtly political poem (see "Who are the workers?" on page 7) about John that she wrote to commemorate his retirement.

Marty Hittelman, the CFT President, flew up to San Mateo from Los Angeles to personally express the CFT's gratitude to John for "quietly getting the work done" over all his years of union work. Marty also presented, on behalf of the CFT, a plaque to John to honor him on the occasion of his retirement.

Interspersed with the speeches was a musical program that was provided by the Bay Area Labor Heritage Rockin' Solidarity Chorus, a 55-member chorus that was created under the auspices of the Labor Studies Departments of Laney College and City College of San Francisco. Their music provided a perfect compliment to what the many speakers had to say.

At around 8:30, the party reconvened at the Clubhouse of the College Vista Faculty and Staff Housing complex.

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John Kirk's retirement party

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At the Clubhouse there was much good food and drink and conversation for all to enjoy with John and his wife, Judy, and his extended family. Some thought that this portion of the evening might serve as an opportunity to "roast" John a little bit. But as the informal speeches at the Clubhouse revealed, it really wasn't possible to "roast" the gentle and deeply kind man who is John Kirk.

There is no doubt that the faculty of the San Mateo Community College District and the Union that represents them, AFT Local 1493, wish John Kirk the happiest of retirements. Long may he enjoy the new adventures that life will offer him.

The entire evening was recorded for posterity, both the auditorium and Clubhouse portions of the event. If anyone who was not able to attend would like to see the two DVD's of what they missed, please contact the AFT Office. □



The Bay Area Labor Heritage Rockin' Solidarity Chorus sang numerous labor songs during the evening's celebrations

AFT 1493 Calendar

Executive Committee (EC) / General Membership Meetings:

Wednesday, October 8, 2:15 p.m. – Cañada, room 3-142

Wednesday, November 12, 2:15 p.m. – Skyline, room 6205

Wednesday, December 10, 2:15 p.m. – CSM, Building 12, Room 170

CFT Community College Council (CCC) Meeting:

Friday, October 10, 4 - 10 pm – Oakland Marriott City Center

Watch for the AFT 1493 Faculty poll on adding new flex days - coming soon

Who are the workers?

for John Kirk on the occasion of his retirement, June 6, 2008

My grandfather carried hods on his shoulders
long metal troughs stacked with bricks and mortar
before there was an 8-hour day.

My grandmother worked an assembly line
rolling cigars in a Chicago factory
twelve years old, no school for an immigrant girl.

We teach
we carry ideas,
lives,
human piece work.

Our shoulders ache from bad ergonomics
our spines crunch, rubbing vertebrae against vertebrae,
sitting, staring endlessly at screens
our delicate wrist bones arch for hours around plastic
until the tingling numbness comes.

We advise, cajole, exhort, explain, and gentle our students
then run to the first meeting followed by the second
and on a bad day the third meeting
our rolling briefcases following us like obedient dogs
into the parking lot at the end of the day.

Some of us don't know if we'll get classes
from semester to semester
or what we'll be given to teach, or when
and until recently we concocted offices
out of garbage can lids and sticky cafeteria tables
for nothing, because we knew it helped our students.

We are the workers.

A tie and a sports jacket, a fashionable outfit,
a newish model car, an advanced degree,
maybe the summer off, maybe not,
don't make the difference.

John knew our assembly line would speed up
and it has, in the name of productivity.
He knew our duties, stated and unstated,
The bricks on our shoulders,
would be piled higher and higher, and they have,
in the name of increasing enrollment, providing access, ac-
countability.

John watched it all like a hawk
and stepped up with a memo, a meeting, a letter to Bezemek,
a grievance,
an arbitration -- and almost always -- a victory.

John Kirk has had our backs,
our sore ergonomically challenged backs,
for nearly forty years.

Thank you, John,
for never letting anyone forget
who the workers are
for fighting for the whole and healthy lives
we deserve to live.

Katharine Harer
June 5, 2008

Tentative contract settlement

continued from page 1

District must schedule a Level II appeal hearing requested by the grievant and/or the Union has been shortened to 10 working days of the appeal date unless a later date is mutually agreed upon.

On Part Time Seniority

- Deans / Appropriate Administrators must send Part Time Seniority lists to the District Human Resources Office at the start of a new semester and lists must be updated regularly. A faculty member can request a copy of a seniority list from Human Resources or from the AFT Office.
- Deans / Appropriate Administrators must give Part Time faculty a load and class request form before the class schedule is created. If a PT faculty member is not given any classes they have requested, they will not be dropped from the Seniority List until five (5) semesters have elapsed. Previous

language stated that they could be dropped from the list after three (3) semesters.

- Deans will have to provide explanation to part-timers if their requested load is denied.

On Distance Education

- The AFT will have three regular representatives on the DEAC committee.
- Faculty who are approved by their Deans or Appropriate Administrators may take part in a District-sponsored training of up to 25 hours and will receive a stipend of \$1500.
- Faculty who are approved by their Deans or Appropriate Administrators will receive \$1500 compensation for additional educational opportunities in order to develop new online courses or to restructure existing online courses. The funding will be paid when the new or restructured course is offered.

Details to Come

Please note that these are only highlights. Once the AFT Executive Committee has approved the tentative agreement, we will get the details out to all of you.

Finally, we feel very gratified about the results of this round of negotiations. The two teams worked productively and collegially through the inevitable frustrations and sticking points and, in the final analysis, we created language that will protect faculty and promote the educational process for our students.

Your AFT Bargaining Team
Joaquin Rivera, Chief Negotiator
Katharine Harer
Victoria Clinton
Sandra Raeber

Forum on the Tentative Agreement

Wednesday, September 24, from 2:00 to 3:00 p.m. at CSM in the Faculty Center (18-206)

Members of the AFT Negotiating Team will report on the details of the tentative agreement

Faculty vote

Vote to approve or disapprove the new contract settlement at each of the colleges on Wednesday, October 1, and Thursday, October 2 from 11:00 a.m. until 1:00 p.m., and in the evening from 5:30 p.m. until 7:00 p.m.

**At Cañada the voting will take place outside the Theatre Lobby.
 At CSM the voting will take place in the Faculty Center.
 At Skyline the voting will take place in the foyer of the Library, in Building 5, on the second floor.**