

District Honors Part-Time Faculty After 20+ Years



More than 25 part-time faculty (not all pictured) were honored for their 20+ years of service to the District at a ceremony in the District Office Board Room. Board President Sheila Grilli and Trustee Tony Gordon, Chancellor Helen Benjamin, all three College Presidents, and several Area Deans handed out the awards. The UF hopes this will be the first of many such events to recognize the commitment and contributions of our part-time faculty.



All Approved Sabbaticals Funded for 2009/2010

A total of 21 sabbaticals have been approved for 2009/2010, and the fund had just enough money to cover them all. The UF is still working on several outstanding issues related to sabbatical leaves, but we're pleased that no faculty were turned away this year for lack of funding.

UF General Survey Results Now On-Line

The results of our recent UF General Survey are now on-line at the UF website (www.ufcccd.org) under "Recent News." More than 240 faculty participated, and your suggestions have been useful this semester and will continue to be part of our conversations next year as well.

New UF Website Delayed until Fall

Despite our best efforts, we're still not ready with the new web page. We're still excited about the prospect of an expandable, searchable database with posts answering a wide range of questions from salary placement to benefits to retirement, a blog for comments, an on-line version of *Table Talk*, and a searchable version of the contract. But it's taking more time than we expected. Our plan now is to complete the project over the summer in hopes of launching the new site in the fall.

Maternity Leave and Family Leave Flowcharts Available

Newly revised flowcharts designed to help faculty planning for a pregnancy or facing any kind of long-term illness or disability have been posted on the UF website (www.ufcccd.org) under "Recent News." They will soon be available on the District website as well. The charts clarify leave options including eligibility requirements, pay, and benefits.

President's Message

First of all, I am voting YES on 1A, 1B and 1C, and I hope everyone else will too. 1A may be bad public policy, but I support it anyway because we need the \$16 billion in temporary tax revenue. We also need the \$9 billion for education from Proposition 1B, which we won't get unless 1A also passes. Besides, this is the compromise that legislators wrung out of the Republican minority to avoid a "cuts only" budget, which would have hurt us even worse. To reject it now is to invite another round of budget stalemates that can only be bad for community colleges. And we need 1C's \$5 billion too, even if it is borrowed against the future. California's budget process is broken, so it's not the time to be thinking long-term.

That said, I appreciate the effort our District leadership has been making to keep momentum during this difficult time. Since it's completely true that community colleges are crucial to California's economic recovery, this is also not the time to allow our colleges to self-destruct. We need to be doing everything we can not only to serve as many students as need us but also to serve them well. Money may be tight, and it may get even tighter, but the quality of teaching and learning conditions at CCCCD needs to keep getting better, and this is a bottom line upon which we all must insist together-- staff, faculty, students, and managers.

Last weekend, I attended the CCCI convention where, in addition to passing a vote of no confidence in the ACCJC, we voted to participate in talks with both CFT and CTA about merging into some kind of coalition that would represent all community college faculty in California.

Both statewide unions sent their respective community college leaders, Carl Friedlander for CFT and Ron Reel for CTA, and they reported on progress towards a sort of merger. With the blessings of their national organizations (NEA and AFT), they are discussing an idea that would link their locals so that members would belong to both CFT and CTA simultaneously. They see several advantages: right now, CCA (representing community colleges) is the 10th largest group in CTA. After merging with CFT, CCA would become CTA's largest group, which might increase their influence. Ron Reel spoke about the advantages of staying linked to K-12 faculty, including bigger mailing lists for governing board elections, and more muscle at the State level in supporting legislation.

But many in CCCI have a different vision. Most see community colleges losing more than they gain under the K-12 umbrella. CCCI leaders noted that FACCC, which represents community college faculty exclusively, has done more and had more success at the state level advocating for community colleges than CTA. CCCI's vision seems to be of a separate statewide community college union or coalition, working collaboratively with K-12 and university faculty, but still independent. Friedlander and Reel said that CFT and CTA are still at least a couple of years away from any solid plan, and with nearly 25% of the State's community college faculty now members of CCCI, we expect to be part of the talks going forward.

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UNITED FACULTY OFFICE

Terri Adame, Office Administrator
(925) 685-1230 x2502 or 680-1171
fax (925) 680-7283
email: uf@ufcccd.org
website: www.ufcccd.org
(Email Jeffrey Michels at ufjeffmichels@gmail.com)



Table Talk

The Newsletter of the United Faculty of
Contra Costa Community College District

March 13, 2009

News at a Glance

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State's May 19 Special Election Offers Hard Choices

With the California Teachers' Association (CTA) actively supporting Propositions 1A-1F, and the California Federation of Teachers (CFT) opposing all propositions except 1B, community college advocates find themselves divided between what seems like a choice between bad and worse. CTA notes that if Props. 1A-1F fail, "we are back to where we started, with no state budget and a \$23 billion dollar deficit." Clearly, community colleges, which did comparably well in the last budget, will be vulnerable again if the propositions lose. Reductions in ongoing funding, cuts to categorical programs, and increased student fees may all be back on the table by June.

On the other hand, CFT argues that Propositions 1A, 1C, 1D and 1E propose "a variety of schemes that will hurt children, burden the State with debt, and force cuts in 4-year colleges and universities, health care, and other special programs, while permanently underfunding public education." They may offer some temporary relief, CFT suggests, but "instead of solving the state's long-term fiscal challenges, [the propositions will] actually make them worse." CFT supports Proposition 1B, which would repay 9.3 billion dollars that is owed to education. But 1B only goes into effect if 1A also passes, and CFT calls 1A a "power grab" that "gives the governor the power to make midyear cuts without legislative approval or public input."

Bay Faculty Association President Richard Hansen (also President of California Community Colleges Independents, to which the United Faculty belongs) calls the special election a "devil's bargain." While a yes-vote "may protect community colleges from deeper cuts," Hansen writes, "passage of this package of propositions also tightens the funding noose around the necks of other essential social services." The Community College League of California, which represents Trustees and CEOs, has endorsed all six measures as "necessary to avoid a \$319 million cut to community colleges" (our share of the \$6 billion that would be lost to the State if the measures fail). But the Faculty Association, FACCC, has elected to remain neutral except for endorsing 1B. FACCC does offer an excellent summary of each measure with arguments for and against each on their website, www.faccc.org.

Even if the measures all pass, which seems unlikely considering current poll-

ing, the State is facing a predicted shortfall of at least \$8 billion that they'll have to deal with starting in June. So it could be bad or it could be worse, depending on how one looks at it and what happens.

A brief summary of each proposition is listed below.

Proposition 1A: "Enhanced Revenue Extension/Spending Cap"

- Worth \$16 billion in state revenue
- One cent sales tax increase extended by one year
- Vehicle license fee increase of 0.50 percent extended by two years
- Increase in income tax of 0.25 percent extended by two years

1A also increases the size of the State's reserve fund, caps new spending under certain circumstances, and gives the Governor new unilateral authority to make mid-year spending cuts. (Community colleges are exempt from this provision).

Proposition 1B: "Education Funding"

- Worth \$9.3 billion to K-14 beginning in 2011-12
- Worth about \$1 billion to community colleges
- *Only takes effect if Proposition 1A also passes!*

Proposition 1C: "Lottery Securitization"

- Worth \$5 billion dollars in state revenue
- Worth about \$220 million to community colleges

1C generates its money by borrowing against future lottery sales and could cost \$350-\$450 million per year for 20-30 years.

Proposition 1D: "Temporary Redirection of California Children and Families Program ("First 5") Funds to Balance the State's Budget"

- Worth \$609 million in 2009-10 and \$268 million annually from 2010-11 through 2013-14

1D amends the *California Children and Families Act* to temporarily allow tobacco tax revenues to backfill the general fund shortfall rather than funding health and human services programs for young children.

Proposition 1E: "Temporary Redirection of Mental Health Services Act Funds to Balance the State's Budget"

- Worth \$230 million annually for two years (2009-10 and 2010-11)

1E amends the *Mental Health Services Act* to temporarily allow supplemental income tax revenues to backfill the general fund shortfall rather than funding mental health screening, diagnosis and treatment programs.

Proposition 1F: "Prohibits Salary Increases of State Officers in Years with a State Budget Deficit"

- Largely a symbolic measure with minimal financial impact

1F amends the State constitution to prevent raises whenever the State General Fund is expected to end the year with a deficit.

UF Plans Advocacy Over the Summer: You Can Help!

Whether or not the propositions pass, California's budget crisis is still far from over, and the May/June revise promises to reopen debates over new spending cuts that could be deep and dangerous for community colleges. In this unfortunate economic environment, it's especially crucial that we continue to remind legislators and the public of the central role that community colleges can and must play in California's economic recovery. The UF is planning visits to local legislators with teams of faculty, staff, students and managers, and we need our members to write letters and emails and help spread the word. We also want to develop a "rapid response team" with hundreds who can respond at key moments with letters and faxes to legislators. Towards this end, we're planning to distribute a flier to everyone in our community starting next week asking for email addresses to add to a new

Advocacy Listserv. Working with our friends at FACCC, we've developed these basic talking points:

1) California Community Colleges are key to the economic recovery.

- We are the state's largest workforce training provider serving more than 2.7 million Californians each year.
- We are building the workforce that our state needs to compete in the world economy of today and tomorrow.

Locally, CCCCD is critical for our community's economic recovery. Our district educates about 40,000 students each year, graduates 2000 with degrees and/or certificates, and transfers more than 10,000 to universities. We are building the workforce in our local community with career and technical education programs in nursing, emergency medical services, dental assisting, automotive technology, culinary arts, computer network technology, construction, cosmetology, engineering technology, journalism, and more.

2) Community colleges now face unprecedented enrollment demand.

- Unemployed Californians and students displaced from UC and CSU due to restricted admissions are coming to the colleges by the thousands.
- Classrooms are full; waiting lists are long; and many students cannot access the courses they need to progress.
- Currently, the colleges are serving more than 140,000 students beyond funded levels.

Locally, CCCCD has seen almost 4000 new students this year, which is a 6% increase. Due to limited state funding, the college has not been able to add the course sections needed to keep pace with this demand. In fact, the current state budget leaves our district anticipating more than 2600 unfunded students next year. We have long waiting lists for core courses in English, Math and Science, and our counselors are overwhelmed.

3) Any further funding cuts will result in more students losing access.

- Fewer classes make it harder for students to advance toward their vocational and educational goals.
- Turning away students now will hurt California's economy in the years to come.

Further budget cuts to DVC, LMC and CCC will undermine our ability to provide the education and training our community needs to rebound from these hard times. We need everyone's help to ensure that the community colleges are protected in the upcoming budget process.

CCCI Votes "No Confidence" in ACCJC

The California Community College Independents (CCCI), a coalition of independent faculty unions representing nearly 25% of the community college faculty in California and to which the UF belongs, voted unanimously at its statewide convention last week to endorse a strongly worded "vote of no confidence" in the Western Association of Schools and Colleges (WASC) and the Accrediting Commission for California Junior Colleges (ACCJC). While CCCI made clear its support for the goals of accreditation "as a means of ensuring quality education for community college students," the resolution charged the ACCJC with misinterpreting accreditation standards and "sanctioning college districts inappropriately and with disproportionate severity." The full text of the resolution is available on the UF web site (www.ufcccd.org) under "Recent News." CCCI's resolution has been sent to both WASC and ACCJC as well to the State Chancellor's Office, the Statewide Academic Senate, CFT, CTA and FACCC and also several media organizations.

Negotiations Update: TA Expected in September

With only two more scheduled negotiating days before the semester's end, and with the prospect of new State budget cuts threatening again, the UF team is becoming reconciled to the fact that we probably won't have a complete Tentative Agreement in place before faculty leave for the summer. We will certainly be close, and our goal, as communicated in the last "Joint Statement," is to release as many details to the faculty as possible by the end of May. In late August and early September, we will hold union meetings at all our locations. And then we'll seek to finish up a TA with the District and hold a ratification vote in late September.

Right now, we're looking at a compensation formula that protects benefits and step/column increases while promising slow but steady progress towards competitive, top-third-of-the-Bay-10 salaries. We're increasing funding for reassigned time while clarifying responsibilities for department chairs and program coordinators. We're seeking some extra funding for part-time parity and new full-time hires. And of course, we've done a lot of work revising the evaluation forms and procedures (and still have work left to do as well). We've discussed a framework for dialog next year on class size, facilities and enrollment management. And we have unresolved issues we're still reviewing related to district investigations and some provisions for salary advancement in Article 20.

If you have any concerns, suggestions or questions about what's being discussed in negotiations, please don't hesitate to speak to a negotiating team or E-Board member. We value your feedback and input!

Benefit Tips: Long-Term Disability

The Faculty Association of California Community Colleges (FACCC) has recently sponsored a bill (AB 381) designed to allow part-time faculty within a bargaining unit (like the UF) to negotiate independently over participation in the California State Disability Insurance Program (SDI). This is because at present, most faculty, including those at CCCCD, don't have SDI. For many full-time faculty the cost (1% of salary) seems unnecessary, since they have accumulated sick leave, sick leave donations if necessary, and a range of other options. If part-timers could bargain to buy into SDI without needing the full-timers to do so as well, as the current law requires, this might open the door to better coverage in a lot of districts, including ours.

At present, part-timers in CCCCD are essentially left out where long-term disability insurance is concerned. Full-timers, on the other hand, have in addition to their accumulated sick leave and extended sick leave options (see the new Disability Leave Flowchart on the UF website under "Recent News"), a Long-Term Disability (LTD) Insurance Plan, fully paid by the District, through Sun Life Assurance Company of Canada.

LTD replaces 2/3 of your regular income up to \$9000 a month if you become fully or partially disabled. To be eligible, you must be full-time, have worked a least three months for CCCCD, and provide medical certification that you are unable to work due to an injury or illness, and that you are receiving continuing treatment from a doctor. Benefits end upon retirement.

You can locate information about LTD Insurance on the District website: www.4cd.net. Click on "District Office." Then click on "Human Resources" and then on "Benefits." Scroll down to Sun Life Assurance Company of Canada. Finally, scroll down to near the bottom of the list to find the Long-Term Disability Policy Booklet and click one last time. You are now looking at over 25 pages of information about LTD.