

## PT Faculty Survival Workshop Saturday October 18

The UF will host a workshop at DVC in the BFL Conference Room for part-time faculty on Sat., October 18, 9:30am-2:00pm (with lunch) with a featured talk by Chancellor Benjamin, as well as FT hiring tips, and Student Success and Access tips. Register at [insite.4cd.edu/workshops](http://insite.4cd.edu/workshops). FA14-439: 4CD Survival Guide for Part-time Faculty

## UF Food Bank Drive Underway: Donate Now!

The barrels have been distributed. Now we need to fill them up! Please bring canned food or pasta this week. You may also contribute money by using the link on the UF website: [www.uf4cd.org](http://www.uf4cd.org). Let's work together to end hunger in our community! (Contest ends October 31.)



## UF Endorses Candidates for November Election

The UF E-Board has voted to endorse Tim Farley (Ward 3) and John Marquez (Ward 1) for District Governing Board, as well as Tom Torlakson for State Superintendent of Public Instruction. Although we like all the candidates for District Board, we felt that Farley and Marquez are both such strong pro-faculty voices that it made sense to recognize that with our endorsement. Don't forget to vote November 4.

## President's Message

Greetings colleagues. When I stepped up to become UF president two years ago, I had planned on serving for either one or two terms. Due to a host of personal reasons, I have decided to step down now. I still love the work that I do, and have some regrets about leaving this always changing, challenging role as UF President. The good news is that over the last 8 years with the able leadership of former UF President and now Executive Director Jeffrey Michels, we have successfully rebuilt our independent local into one of the most powerful and well respected unions in the state. While budgets have been extremely tight, we have still managed to steadily improve our contract. There is much work to do and we have been developing an excellent leadership team to continue our work in an aggressive, yet positive way.

Some of our colleagues view our attempts to remain positive in the face of financial adversity as a sign of weakness. But we are in the trenches every day working for all of you and will continue to do so. Yes, there is much still to be done, but it is also easy to discount our numerous successes when large raises are not part of the picture. I will continue to serve on the FACCC Board until June and will continue to make our needs known as a statewide political advocate for the UF. We are always looking for new blood on the UF Executive Board, so I hope some of you will consider helping with the crucial work the UF does for all faculty in our district. My term continues until January so please contact me with any issues or concerns that you have.

United Faculty Executive Board Members	
<b>Contra Costa College</b>	<b>Los Medanos College</b>
Vern Cromartie	Milton Clarke
Beth Goehring	Michael Zilber (Vice Pres.)
Jeffrey Michels (Vice Pres.)	Luis Morales
Aminta Mickles	Ursula Velonis (PT Rep)
Rachel Dwiggin-Beeler (PT Rep)	
<b>Diablo Valley College</b>	
Glenn Appell (President)	Jason Mayfield (Treasurer)
Valerie Colber (PT Rep)	Lisa Orta
Deborah Dahl-Shanks (PT Rep)	Bruce Koller
Doug Dildine (PT Faculty Advocate)	Donna Wapner (Vice Pres.)
Katrina Keating	
Marina Crouse (Secretary)	
<b>UNITED FACULTY OFFICE</b>	
Terri Adame, Office Administrator	
Glenn Appell, President; Jeff Michels, Executive Director	
(925) 685-1230 x22414 or 680-1771 fax (925) 680-7283	
email: <a href="mailto:uf@uf4cd.org">uf@uf4cd.org</a> web site: <a href="http://www.uf4cd.org">www.uf4cd.org</a>	
(Email Glenn Appell at <a href="mailto:gappell@sbcglobal.net">gappell@sbcglobal.net</a> )	

## UF Nomination Form

Date: \_\_\_\_\_

We, the undersigned of the United Faculty, do nominate:

\_\_\_\_\_ for the position of: \_\_\_\_\_

1. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

2. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

3. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

4. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

5. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

6. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

7. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

8. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

9. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

10. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

10 signatures are required. Please return this petition to the UF office at DVC before noon on October 27, 2014.



# Table Talk

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

October 9, 2014

## News at a Glance

- Compensation Talks Continue as UF Seeks Salary Increase
- Load Task Force to Begin Addressing Inequities
- Glenn Appell to Step Down as UF President after Fall Semester
- Michael Zilber to Step Down as UF Vice President for LMC
- UF Opens Nominations and Plans for Leadership Transition
- STRS and Retirement Planning Workshop Friday, October 17
- Part-Time Faculty Survival Workshop Saturday, October 18
- UF Food-Bank Food Drive Underway, Donation Link Up
- UF Endorses Candidates Farley and Marquez for 4CD Board
- UF Endorses Torlakson for Superintendent of Public Schools

## Compensation Talks Continue as UF Seeks Pay Increase

The UF and District compensation workgroup met again on September 17 to continue reviewing the salary formula for 2014-2015. Most of the picture is clear, but we still have not entirely agreed on what revenues and costs should be included in our formula in this year when so much of the new money from the State has come labeled "student success" or "equity" funding, and when our district is "borrowing" FTES from the summer and is on "stability."

Both sides seem to agree that there is enough money available to cover the cost of last year's (2013-2014) salary increase and part-time parity load adjustments, so it seems unlikely that the formula will have "failed" and therefore trigger the sunset clause that would take away the 2% raise and part-time load adjustments. We think at this point that faculty can count on last year's increase being permanent. But the workgroup teams have not yet agreed on whether there is additional money for another increase in 2014-2015. At best, the increase would be small, and so the UF Executive Board has begun discussing our best strategy if the formula fails to produce a raise at least as high as the state COLA (0.85% in 2014-2015 or 2.42% over 2013/14-2014/15). We could reopen 2014-2015 and reject the formula (and by so-doing reopen last year's raise as well), or we could bank last year's raise and move to spring negotiations for 2015-2016, when there seem to be more options on the table for a better salary increase.

Here are some of the numbers we are considering (rounded to the nearest half-million). There are about 8 million dollars in new revenues over the two years of our salary formula, counting the added-5-minutes-at-DVC agreement: 2013-2014 COLA \$2 mil; 2014-2015 COLA \$1 mil; 2013-2014 Growth \$2.5 mil; DVC 5-Minutes \$1.5 mil; and Retirement Savings \$1 mil. On the flip side, there are about 8 million dollars in new expenses, counting the cost of last year's 2% raise: Health Benefits Increases \$4 mil; 2% raise \$2 mil; Step/Column \$2 mil. Not included in this equation, but still under discussion are the STRS/



PERS increase of about \$0.5 mil (which the District may need to cover out of one-time funds for this first year, since this new expense is not captured by our salary formula as written) and increased non-resident tuition of about \$1 mil (which the UF thinks should be included but which, according to the District's funding allocation model, stays local at DVC).

Obviously, the key challenge we face is that COLA over the last two years has been about \$3 mil while health benefits (including for retirees) has been about \$4 mil (even with a nearly break-even year in 2013-2014, when we switched to Blue Cross). If we all agreed to pay premium increases out of our pockets, getting raises would be easier. But since we would be increasing pay only to send the money to insurance companies, giving up benefits for salary has not been a trade the UF has been willing to make.

Instead, we have proposed other ideas for increasing revenues and cutting expenses. A detailed review of the District's books by the UF's forensic accountant John P. Johns confirmed that our district is generally accurate, honest and transparent in budgeting, that margins are tight and that "fluff" in the budget is minimal (from an accounting point of view), but Johns noted several areas where money might be made available for raises. Particularly, the high District reserves, Johns suggested, could be better leveraged to produce ongoing money. UF budget analyst Mike Anker, who also serves as the faculty representative to the District's retirement oversight board, has proposed a plan for investing reserve dollars that might generate as much as \$700,000 in ongoing money without risk. It will take some time to work out the details, but the plan was well received by the District team, and we think it has a good chance of winning support from Cabinet and the Board. Anker and the UF team are working on other ideas for lowering the retiree liability going forward as well (which would cut ongoing costs to fund retiree benefits).

Ideas for investments and cost-savings take time, and this is why some of our work may pay off in this spring's negotiations rather than in our formula talks. The bottom line remains clear for the UF: faculty pay has not kept up with the cost of living, and we have every right to expect salary increases now that the State is recovering economically. We also need money to address inequities: for department chairs and program leads; for senior faculty frozen on the salary schedule without step increases or longevity bonuses; for part-time faculty; for lab professors and others underpaid for assignments. And of course, we need more full-time faculty too, including counselors. There should be ways to address some of these issues using so-called "student success" or "equity" money, but those discussions have a long way to go. It has been slow going, and we still have our work cut out for us, but the UF will continue pressing every way that makes sense for investments in faculty, including salary increases.

### Load Task Force to Begin Addressing Inequities

The Load Task Force, established through last year's Agreement, has been formed and will meet soon to plan a district-wide review of load values for teaching assignments, class sizes, and related issues. Look for more on this subject soon.

### Glenn Appell to Step Down as UF President



DVC Music Professor Glenn Appell has announced that he will not run for a second term as United Faculty President. Appell, whose 2-year term ends December 31, 2014, will continue to serve on the FACCC Governing Board and as a political liaison for the UF. Although the UF leadership has developed a plan (described below) to replace Appell (so his stepping down creates no instability or crisis), any UF member may run for president, and nominations are now being accepted (see details below and more on Appell's decision in his "President's Message.")

### Michael Zilber to Step Down as UF VP for LMC

LMC Music Professor Michael Zilber has announced that he will step down as UF VP for LMC at the end of the fall semester (see the transition plan below for more about this position). Here is Mike's letter to LMC faculty:



Dear LMC Faculty,

I wanted to let you know that, having served as your United Faculty Vice President since October 2006, I have made the decision to step down from my role at the end of this semester. I have been grateful for the opportunity to serve LMC faculty and work with all the dedicated and smart professors on the Executive Board. I think we have worked well together to create a far more positive and healthy climate at the colleges, and I feel particularly proud of some of the non-monetary advances we have made for faculty. I am also glad that LMC has been a relatively peaceful place in terms of labor strife, and that we have been able to put out many fires early and out of the public eye.

I also knew that I did not want to be a Union VP indefinitely, as I have become the longest serving member of UF leadership, and I don't see UF leadership as a lifetime appointment. Now, newly remarried and being a parent again, I want to dedicate this next chapter of my life to being the best husband and father I can be, as well as continuing to pursue excellence as a player, composer and Professor of jazz and pop music. It is time for me to embrace these new and exciting challenges and to encourage fresh and energetic new voices to join the UF from LMC. (We will have openings for 2 full-time faculty from LMC in the spring, so let me know if you are interested.)

### Open Nominations and Leadership Transition Plan

In announcing changes in UF leadership and terms that are expiring, the UF wants to inform members both of opportunities and means to join the UF Executive Board and to inform them of plans we make to ensure stability going forward. As an independent collective bargaining agent with a relatively small staff, we face challenges when key leaders retire or resign, and since we are losing both a president and vice president in the spring, we have had many discussions recently about the transition: who would fill which post; how we might recruit

faculty to fill in the gaps; etc. In presenting this plan, however, we don't mean to suggest that it is a foregone conclusion. *Any* UF member may run to be president. (Vice Presidents are appointed by the President and confirmed later by a vote.) **The nomination form is on the back of this issue of *Table Talk***, and is due back in the UF office with signatures from 10 UF members by noon on Monday, October 27. If we have multiple candidates for president, we will hold public forums in early November followed by a late-November election.

If no one new steps forward, our leadership plan is as follows: DVC Health Sciences Professor (and current UF VP from DVC) Donna Wapner has agreed to run for UF President. If Donna is elected, CCC English Professor Jeffrey Michels would remain Executive Director and VP from CCC. Donna would appoint DVC Spanish Professor Marina Crouse (a veteran E-Board member) to be VP from DVC, and LMC Political Science Professor Milton Clarke (also a veteran E-Board member) has agreed to serve as VP from LMC. Drama Professor Doug Dildine (DVC/CCC) would continue as Part-Time Faculty Advocate, and DVC Music Professor Deborah Dahl-Shanks would continue as our STRS expert and Benefits Director. DVC Geology Professor Jason Mayfield (filling in this year as UF Treasurer for DVC Math Professor Katrina Keating, who is on sabbatical) will serve on the Load Task Force and play a role in leadership as well. CCC Health Sciences Professor Aminta Mickles will continue to coordinate our student internship program. Current UF President Glenn Appell will become a political liaison for the UF.

All current E-Board members have indicated they will return (unless voted out of office), but **we have vacancies that need to be filled**: two for FT reps from DVC and two for FT reps from LMC. Also, there are full-time Executive Board members from all three colleges whose terms expire this year, so any full-time member who wants to join the E-Board need only submit a nomination form. If we have more candidates than we have open spots, we will hold an election in Nov.

E-Board members attend meetings every other week, on Thursdays from 2:15-5pm at DVC. The President, of course, has a long list of responsibilities that includes hiring and supervising UF staff; overseeing the UF budget; forming a negotiating team and overseeing negotiations; representing individual faculty during investigations of misconduct or in disciplinary actions; attending regular meetings with the Chancellor and Governing Board members; attending many regular District meetings (DGC; CRC; LTF; Governing Board); attending a variety of statewide meetings including BFA, CCCI, FACCC Advocacy and Policy, as well as many legal and budget trainings; recruiting E-Board members and leading the E-Board; working with the Union's lawyer and other advisors; leading evaluation trainings and UF workshops, engaging in statewide advocacy, etc. The President receives 100% release time and a small monthly stipend.

### STRS and Retirement Planning Workshop October 17

UF Benefits Director Deborah Dahl-Shanks will lead a Retirement Planning Workshop along with District HR Specialist Reed Rawlinson on Friday, October 17, from 10am-2pm at DVC in the BFL Conference Center. The workshop is free and includes lunch. Register at [insite.4cd.edu/workshops](http://insite.4cd.edu/workshops). FA14-438: Retirement Ins & Outs