President’s Message
We are picking our battles during these trying times, but that does not mean we are not choosing to fight on many fronts. Maybe the strangest, for the UF, has been the fight described in our political report, where we find ourselves advocating for senior district managers. Our district has lots of problems, after all, and in many cases, these managers can be slow to respond or have made bad decisions ignoring our input. What’s more, this is a time of upheaval. Maybe the path to more diversity, inclusion, and equity will only open if we replace those in power and bring in new faces who are more inclusive and reflective of our community.

UF stands with the current wave of color in calling for structural changes to fight systemic racism. And diversifying management seems as important as diversifying faculty. We need equitable hiring practices, which is one of the reasons the UF has endorsed Proposition 16, which would bring back affirmative action and allow us to address race, ethnicity and gender more honestly and progressively in hiring.

In recent Governing Board meetings, several faculty members and community leaders have spoken about the urgent need for more Latinx and African American managers and faculty. We share this goal. At the last Board meeting, UF Executive Director Jeff Michels suggested delaying the Chancellor search mainly because we think starting a chancellor in the midst of a pandemic and remote environment could make it more difficult for the new chancellor to get to know and trust faculty leadership. We have also heard from others calling for the next chancellor with integrity, putting their personal politics above the interests of the district. If voters add Judy Walters to the Board, some on the UF might have more confidence that 2021 will make a good choice. Picking a new chancellor is an important responsibility; we have seen the impact when it goes wrong. Some of us still remember when UF-District relations were strained to the breaking point.

For the chancellor search, we must put our faith in the integrity of the process. The vice chancellors’ contract renewal process, where the UF acted inappropriately politicized, and we can’t be silent. Take our CFO - he had excellent evaluations. His track record with the District is impressive. We are healthier financially today than we have ever been. Yes, our funding allocation model has not incentivized positive changes. Yes, he has made mistakes (and I don’t always agree with him). But he is transparent, honest, open to faculty ideas, and willing to negotiate. With a financial storm on the horizon for the District, the UF needs to be open to change, which some on the UF might not be comfortable with. And the Board’s “no renewal” decision was like a push out the door.

For the Chancellor search, we must put our faith in the integrity of the process. The vice chancellors’ contract renewal process, where the UF acted inappropriately politicized, and we can’t be silent. Take our CFO - he had excellent evaluations. His track record with the District is impressive. We are healthier financially today than we have ever been. Yes, our funding allocation model has not incentivized positive changes. Yes, he has made mistakes (and I don’t always agree with him). But he is transparent, honest, open to faculty ideas, and willing to negotiate. With a financial storm on the horizon for the District, the UF needs to be open to change, which some on the UF might not be comfortable with. And the Board’s “no renewal” decision was like a push out the door.

For the chancellor search, we must put our faith in the integrity of the process. The vice chancellors’ contract renewal process, where the UF acted inappropriately politicized, and we can’t be silent. Take our CFO - he had excellent evaluations. His track record with the District is impressive. We are healthier financially today than we have ever been. Yes, our funding allocation model has not incentivized positive changes. Yes, he has made mistakes (and I don’t always agree with him). But he is transparent, honest, open to faculty ideas, and willing to negotiate. With a financial storm on the horizon for the District, the UF needs to be open to change, which some on the UF might not be comfortable with. And the Board’s “no renewal” decision was like a push out the door.

For the chancellor search, we must put our faith in the integrity of the process. The vice chancellors’ contract renewal process, where the UF acted inappropriately politicized, and we can’t be silent. Take our CFO - he had excellent evaluations. His track record with the District is impressive. We are healthier financially today than we have ever been. Yes, our funding allocation model has not incentivized positive changes. Yes, he has made mistakes (and I don’t always agree with him). But he is transparent, honest, open to faculty ideas, and willing to negotiate. With a financial storm on the horizon for the District, the UF needs to be open to change, which some on the UF might not be comfortable with. And the Board’s “no renewal” decision was like a push out the door.

For the chancellor search, we must put our faith in the integrity of the process. The vice chancellors’ contract renewal process, where the UF acted inappropriately politicized, and we can’t be silent. Take our CFO - he had excellent evaluations. His track record with the District is impressive. We are healthier financially today than we have ever been. Yes, our funding allocation model has not incentivized positive changes. Yes, he has made mistakes (and I don’t always agree with him). But he is transparent, honest, open to faculty ideas, and willing to negotiate. With a financial storm on the horizon for the District, the UF needs to be open to change, which some on the UF might not be comfortable with. And the Board’s “no renewal” decision was like a push out the door.

For the chancellor search, we must put our faith in the integrity of the process. The vice chancellors’ contract renewal process, where the UF acted inappropriately politicized, and we can’t be silent. Take our CFO - he had excellent evaluations. His track record with the District is impressive. We are healthier financially today than we have ever been. Yes, our funding allocation model has not incentivized positive changes. Yes, he has made mistakes (and I don’t always agree with him). But he is transparent, honest, open to faculty ideas, and willing to negotiate. With a financial storm on the horizon for the District, the UF needs to be open to change, which some on the UF might not be comfortable with. And the Board’s “no renewal” decision was like a push out the door.

For the chancellor search, we must put our faith in the integrity of the process. The vice chancellors’ contract renewal process, where the UF acted inappropriately politicized, and we can’t be silent. Take our CFO - he had excellent evaluations. His track record with the District is impressive. We are healthier financially today than we have ever been. Yes, our funding allocation model has not incentivized positive changes. Yes, he has made mistakes (and I don’t always agree with him). But he is transparent, honest, open to faculty ideas, and willing to negotiate. With a financial storm on the horizon for the District, the UF needs to be open to change, which some on the UF might not be comfortable with. And the Board’s “no renewal” decision was like a push out the door. 
safety, anticipating an eventual return to face-to-face interactions on campus.

We entered into this strange pandemic period, as faculty will recall, on the heels of a substantial three-year collective-bargaining agreement (CBA). We added new contract articles protecting academic freedom and establishing new policies and evaluation procedures for distance education, and we agreed to an aggressive plan to raise salaries for all faculty while finally addressing entrenched inequities in how part-timers are paid. United Faculty and the 4CD Board of Governors voted to ratify the CBA in December of 2019, and since that time, full-time salaries have gone up 8% overall (9% for steps 1, 2 and 3). For part-timers, raises depended on assignment type, as we sought to adjust salaries using the “load adjustment factor” to make up for differences in workload (preparation and grading) that our district’s hourly pay had unfairly ignored. Although raising pay at different rates for different assignment types might look unfair in isolation, we knew it was necessary for a couple of years in order to make 4CD salaries more competitive with other districts (all of which already pay by load), and our agreement called for an evening out in year three (2021/2022) when we would get rid of hourly pay and load adjustments for part-timers and just move to a pay-per-load system, with most faculty working from the same salary schedule.

So since 2019, pay for part-time lecture and lab 1 assignments is up 10%; lab 2 assignments are up 13%; English Composition is up 20.5%; and counseling, librarians and disability specialists are up 5%. Summer assignments for both full-time and part-time faculty are up 9% (except English Comp, which is up 14%). Department Chair funding went up 8% plus $50,000.

When the pandemic hit, it appeared at first that these raises might be in jeopardy. The Governor’s May Revise proposed 10% funding cuts to all of higher education and as July approached (when the 2nd-year raises of our 3-year agreement were scheduled to take effect), UF leaders spent substantial time advocating to the legislature (to mitigate the cuts) and to District management (to go ahead with raises come what may). Fortunately, we found receptive audiences in both areas. The legislature’s version of the budget reflected the Governor’s priorities. To many faculty priorities. (The Assembly version even called for cutting Calbright, the online startup, and shifting its funds to better support part-time faculty, a plan that unfortunately did not survive the final compromise.) In the end, most of the cuts became “deferrals.” And District management remained committed to our Agreement throughout particularly transparent and constructive, we moved quickly. The Governor’s May Revise might have delayed us, or maybe we’ll manage to keep our agreement. Now, as we head towards the third year of the CBA, we are optimistic about how we might improve our forms and procedures to better support diversity and inclusion in our teaching and student services. Our aim will be to make recommendations to the bargaining teams before the next round of negotiations in 2021/2022. This group will meet monthly during the 2020/2021 Academic Year. To join, email Jeff at ujeffmichels@gmail.com.

Workgroup on Evaluating Partially Online (Hybrid) Classes
Our last collective bargaining agreement included new forms and procedures for evaluating faculty teaching online but did not fully address partial online or hybrid classes. We now seek expert and online instructors to help us create this needed guidebook. Our aim will be to make recommendations to the bargaining teams before the next round of negotiations in 2021/2022. This group will meet monthly during the 2020/2021 Academic Year. To join, email Jeff at ujeffmichels@gmail.com.

Part-Time Faculty Staffing and Scheduling Workgroup
UF Part-Time Faculty Advocate Doug Dildine will lead this workgroup to develop recommendations to the bargaining teams before 2021/2022 negotiations for improving Article 25 (Part-Time Faculty Staffing Preference). How can we ensure the health and equity as well as equity and transparency in staffing and scheduling? To join the monthly meetings, email Doug at douglas.unity-edfaculty@gmail.com.

Hiring Workgroup
This group will review hiring procedures for faculty and managers and seek to make recommendations to the bargaining teams. We will consider options for improving diversity in hiring as well as other issues related to equity and transparency. To join the monthly meetings, email Jeff at ujeffmichels@gmail.com.

Political Action Team
Led by UF Vice President for LMC Milton Clarke, this group will primarily be active for the few months leading up to the November elections. UF has endorsed Judy Walters for 4CD Governing Board in Ward 2 (Lamorinda, Walnut Creek, Rodeo, Hercules, and Crockett), and since we are opposing an incumbent trustee, we need to rally support for Walters every way we can. UF has also endorsed Proposition 15 (“California Schools and Local Communities Funding Act of 2020”), which would generate as much as $12.5 billion in revenue per year with much of that funding going to schools and community colleges, and Proposition 16 to repeal Proposition 209, which would allow for a renewed affirmative action in California. Our team will campaign using social media and other tools. To join the effort, email Milton at mclarke@lmc.edu. We are also seeking STUDENTS for paid political intern positions! Tell any interested students to contact Professor Aminta Mickles, our UF intern coordinator, at amickets@contra成本.edu.

2020 Workgroups Recruiting Faculty to Serve

As we prepare for the next round of collective bargaining and face the challenges of the coming year, we seek faculty to participate in workgroups that will meet remotely throughout the fall semester and beyond. If you don’t see an issue listed that you think needs attention, please let us know. This list reflects our current plans for the fall.

Academic Calendar Workgroup
UF Executive Director Jeffrey Michels will convene a group to review our calendar for the new academic year and make recommendations. How could we improve our forms and procedures to better support diversity and inclusion in our teaching and student services? Our aim will be to make recommendations to the bargaining teams before the next round of negotiations in 2021/2022.