

Presidential

POV

BEFORE being elected PFT President, I taught Automotive Technology at the College of Alameda for 25 years. Like many faculty, I became involved in the shared governance process shortly after I started, and I got active on various campus and district committees.

I began serving on the CoA Academic Senate 15 years ago, serving as Treasurer, Vice President, and District Academic Senator. In addition, I joined my colleague Rick Greenspan, PFT Chief Negotiator, in working with the Peralta Federation of Teachers, first as vocational representative, later as campus co-chair. I also managed to squeeze in a few years as coordinator of CoA's partnership program with Toyota Motor Corporation.

After joining Peralta as a faculty member, I decided to pursue my own personal education goals. This allowed me the unique experience of both teaching and attending classes in the same school district. I was impressed with the knowledge and dedication of the Peralta faculty, often teaching with limited resources. I was able to return to my own classroom and employ successful teaching techniques I had witnessed as a student. This experience allowed me to complete a distance education degree program at Indiana University.

Now I'm a few months into my first term as President of the Peralta Federation of Teachers. So far,

serving as PFT President has been both rewarding and challenging, to say the least. Working with the PFT staff, officers, and executive council members to resolve member issues has been interesting and very gratifying.

Payroll issues, canceled class assignments for faculty members, benefits questions, safety violations, salary-step placement, delayed/incomplete faculty evaluations, and preferred hiring pool violations—all these and more have been keeping me and our very talented PFT staff, Kayla Lewis and Anna Roy, busy daily.

As President, I feel the PFT has many goals it needs to remain focused on as it moves forward. Key goals include successful contract negotiations for 2015-16 and working collaboratively with the District Academic Senate to improve conditions that allow faculty to accomplish our mission to educate and empower students to reach their goals.

Contract negotiations always result in major challenges. Due to funding shortfalls—some real, some imagined—the Peralta administration typically offers far less than faculty need to successfully perform their teaching duties. The challenge to the PFT negotiating team is to advocate



Ed Jaramillo

for the best deal possible for all faculty members, full- and part-time alike. Boosting wages, maintaining benefits, and improving teaching conditions always top our priority list.

As President, I look forward to meeting and working with as many faculty members as possible. I wish everyone a successful and rewarding semester.

Ed Jaramillo

President, PFT, AFT Local 1603

Negotiations Update

By Rick Greenspan

Chief Negotiator

3% for 14-15 and 3% for 15-16

First off, congratulations are in order for last year's negotiations, which netted PFT a retroactive 3% raise for 2014-15 and another 3% for this academic year, 2015-16.

Retro checks should have already gone out, and you'll see the 2015-16 raise in your 2015-16 paychecks.

Distribution of the money was determined by the PFT Exec and ratified overwhelmingly by the membership. So, for example, less money went to

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Grievance Update



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Peralta Federation of Teachers, AFT Local 1603 represents over 1,000 teachers, counselors, librarians, and nurses at the College of Alameda, Berkeley City College, Laney College, and Merritt College. PFT is an affiliate of the California Federation of Teachers and the American Federation of Teachers, AFL-CIO. AFT represents more than 1.5 million members nationwide.

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Jennifer Shanoski
PFT Grievance Officer

ARTICLE 19 of the CBA outlines the grievance process. The first step in the process is to work with the college/district administration to reach an informal resolution. A formal, written grievance is filed when a resolution cannot be found. The grievance proceeds from the President to the Vice Chancellor of Human Resources to the Chancellor. If a resolution cannot be obtained with the Chancellor, then the union can, under certain circumstances, bring the grievance to arbitration.

The 2015-16 academic year has started out with a lot of issues. Since the last Grievance Update, one grievance has been settled and three new ones have been filed.

We have settled the one grievance that was discussed in detail in the last edition of the *Peralta Teacher*:

1. Part-time Faculty Evaluations at Laney College: After much deliberation, PFT and the district agreed to settle on a list of part-time faculty eligible for placement in the preferred hiring pool as of fall 2015. Because so many evaluations were incomplete, a number of part-time faculty were placed in the pool outside of the regular process. Another aspect of the grievance settlement was an assurance that Laney College would ensure that at least 75% of part-time faculty were evaluated by the end of the spring 2015 term.


However, three new grievances were filed at Laney College since last April's edition of the *Peralta Teacher*:

1. Shoddy Evaluation at Laney College: A long-term part-time

faculty member who was never evaluated was subject to automatic placement in the preferred hiring pool per the terms of the Part-time Faculty Evaluation Grievance (see above). Instead of completing the evaluation correctly, Laney College chose to rush through an incomplete evaluation and document it as complete. A grievance has been initiated to properly place this faculty member in the preferred hiring pool.

2. Base Loads Eroded at Laney College: Base loads are supposed to be calculated using assigned courses. A part-time faculty member's base load assures him or her of a set load each semester and is integral to the idea of job security. Unfortunately, the Laney College administration is removing canceled classes from the base load calculation which erodes and undermines it.

3. Part-time Faculty Evaluations at Laney College: While Laney College agreed to have at least 75% of faculty evaluated in May 2014 and continued to make such assurances through September of this year, this continues to be a problem. The spreadsheet provided by the Laney College administration in September had less than 50% of faculty evaluated, in continued violation of Ed. Code and the CBA. A grievance identical to the one from last fall was filed and is currently at Step 3.

It is telling that most of the grievances are at a single college and focused on a small handful of issues. It is in everyone's interest to work together on the completion of faculty evaluations, and PFT sincerely hopes that such a relationship can evolve. 

PFT Power Trio

By **Craig Flanery**

PFT-CFT SCI Organizer

THIS semester PFT received another generous grant through the California Federation of Teachers' program for Strategic Campaign Initiative Organizers (SCIO). PFT used it to hire three Peralta faculty members—Janell Hampton, Matt Freeman, and me, Craig Flanery—to pursue membership recruiting and other initiatives throughout the fall.


As part of this grant, Matt and I received special organizer training at a two-day CFT training conference (Janell got it last year). In addition, CFT led a union-development training at PFT headquarters. Both activities will aid us in building our local power and union capacity in the challenges and campaigns coming our way—in bargaining and in dealing with the board, the district and campus administrations, and the various state and national political initiatives and legal challenges designed to decimate unions.

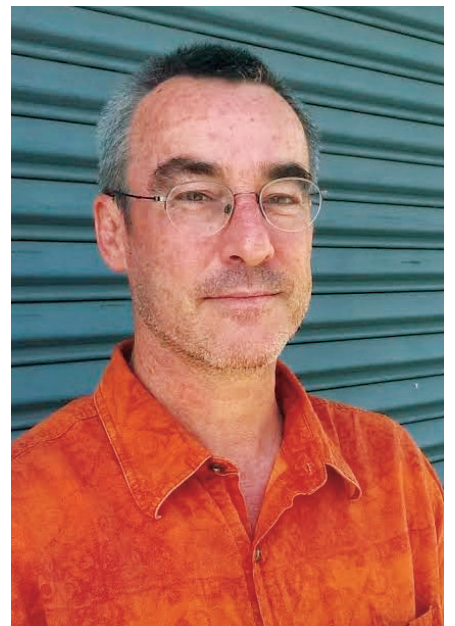
The SCIO grant has already paid off in a substantial way, as the three of us worked with PFT's Executive Council and other activists to recruit more than 40 new members during fall flex day activities. These efforts have helped attract 70 new members this semester, boosting membership by nearly 10%. And there are now plans to raise membership to better than 80%.

Working with PFT Grievance Officer/Merritt chemistry prof Jennifer Shanoski, the three organizers are spearheading a membership blitz at Merritt Nov. 16-17. Anyone who can join us for two hours on one of those days will have a great experience while helping us reach our membership goal. That adds power for the bargaining team, as it demonstrates to the trustees and administration that the bargaining team has strong support from a dedicated membership.

In addition, our organizing team has developed plans for further increasing membership at each campus. Janell will assume primary

responsibility for Merritt, Matt for Berkeley, and I for Laney; we will share Alameda. We are building teams of activists at each campus to assist them in office visits, one-on-one conversations, and reaching out to union supporters who have not yet joined PFT. If you can speak to two or five or ten colleagues about joining and supporting their union, please contact the organizer dedicated to your campus. Janell can be reached at janell_h@hotmail.com, Matt at mfreeman1978@gmail.com, and I at cdflanery@gmail.com. We can provide materials, tips, and talking points, as well as office hours for the best times to reach your colleagues.

This is an exciting opportunity that will help us attain more power as a union, stronger working conditions through the next round of bargaining, and better learning conditions for our students. Please welcome these efforts and do everything you can to make our work as successful as possible in building the powerful faculty union we all want and need. 



Janell Hampton, Matt Freeman, and Craig Flanery are joining forces this fall to help PFT build membership and get organized.

Part-time Faculty Update

By **Cynthia Mahabir**

PFT Part-time Faculty Representative

WASN'T IT NICE to feel rich with those 2014-2015 retroactive checks at the end of August? And, remember, there's another wage increase for 2015-2016. Hello, all!

I began the semester with a workshop entitled "Strategies for addressing incivility in our teaching environment to enhance faculty well-being and student learning" in response to a number of problematic encounters part-time faculty peers have been sharing with me. Many report being beset by emotional, psychological, and professional stress from recent experiences of incivility in the classroom and more broadly, on their college campuses. My attention to this problem will continue. I will be

conducting a self-assessment survey in late October.

On the future front, there are three items of importance:

2015 Campus Equity Week:


Nationally, the 2015 Campus Equity Week (CEW) has been scheduled for October 26-30 as a week of education and activism, as well as a call to action for equity, for part-time/contingent/non-tenure track faculty. The guiding principle of CEW is that high-quality education depends, practically and ethically, upon just working conditions for all faculty. And as many of us know so well, the crisis of contingent faculty employment at community colleges, four-year colleges, and universities is at the core of the inequities that characterize higher education. I am working on scheduling an event in our district during CEW. Details will be shared when the planning is complete.

In the meantime, be on alert for a message from me and the PFT office and do plan to attend. When I send out the details please offer your help to make the event a real happening.

Part-time Faculty Symposium:

Also, on **Saturday, November 7, 2015, from 9 a.m.–5 p.m.**, the Faculty Association of California Community Colleges (FACCC) will present its 2015 Part-time Faculty Symposium at Laney College. Be sure to note the date on your calendars and come and participate in the workshops and general presentations on issues of concern to part-time community college faculty. You can learn about the work of FACCC—and become a member—at www.faccc.org. On a personal note, as your Part-time Faculty Representative, I was the recipient of the FACCC's 2015 Faculty Member of the Year Award.

PFT's Member Emergency Relief Fund (MERF):

If you are a current member of the PFT, your class load was reduced this semester, and you meet a few other criteria, you can apply for a MERF award for up to \$500. Please contact the PFT office at **510.763.8820** or at union@pft1603.org. 

Negotiations Update

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the extra-service salary schedule so that those funds could be put towards the new steps on the part-time 25-step schedule. The signed agreement is available on the PFT website.

New contract, new team

The 2012-15 contract is currently in its last year, so this year's negotiations are discussions of a new three-year (2016-18) contract. And we have a fresh negotiation team ready to tackle the process: PFT officers Ed Jaramillo, Tae-Soon Park, Jennifer Shanoski, and myself, and team members Helen Curry, Matt Freeman, Matt Goldstein, Janell Hampton, Cynthia Mahabir, and Miriam Zamora-Kantor. In addition, we have a Counseling Team (Mary Shaughnessy, Ann McMurdo, Gabriel Martinez, and Steve Pantell) and a Part-time Team

(Sue Broxholm, Lynda Nicol, and Teya Schaffer) that will help with negotiations in their special areas of expertise.

Numerous "sunshined" articles

When a three-year contract comes up for discussion, each side goes to the board of trustees to declare which articles it wants to discuss. This is called "sunshining" the articles. Since we always discuss wages and benefits, those articles don't need to be publicly sunshined.

In addition to wages and benefits, PFT sunshined at the last board meeting the issue of part-timers working way over the Ed. Code's 67% max load (up to 90% or 100% of a full contract load), but only being paid part-time salary and benefits.

The district has sunshined the following articles for discussion:

Article 14: Special Assignments
Article 17: Academic Calendar

Article 25: Professional Development
Article 30(H): Part-time rehire pool
Article 33: Distance Education
Evaluation Handbook

However, as of this writing, PFT has yet to find out any specifics of the district's concerns regarding any of these articles.

Interest Based Bargaining training

For several years, PFT and the district have used a process called Interest Based Bargaining (IBB) to discuss contentious issues at the bargaining table. The process involves the assistance of a state mediator, specific ground rules, and IBB training. On Sept 25, everyone on the PFT and the district teams got trained on IBB by Yu-yee Wu, a state mediator,

Keep an eye out for future Negotiation Updates in the *Peralta Teacher*. And if you have any questions, feel free to check in with your college co-chairs or the PFT office. 