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Peralta Federation of Teachers, CFT, AFL-CIO – Democracy in Education

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From the President



Greetings Faculty *by Debra Weintraub*

As the 07-08 academic year is drawing to close, I have begun to reflect on the PFT's accomplishments this year and the challenges remaining.

The accomplishments have been bountiful:

1. The completion of the 25 Step Salary Schedule
2. Two additional steps for hourly/extra service were added to the pro-rata schedule and fully funded.
3. Part-time faculty can work intersession without counting towards probationary status, allowing part-timers to work more if they so choose.
4. Retaining office hours and medical benefits for part-time faculty despite likely state budget cuts coming in 08-09.
5. Increase of Department Chair allotment for instructional faculty; no chair shall receive less than a .1 assignment
6. 4.53% COLA pass through for the entire faculty
7. Ensuring that the past practice of allowing medically necessary chiropractic and acupuncture treatments continue to be paid via our medical insurance.
8. Gaining greater protections for faculty members that have been named in Equal Employment Opportunity Commission and Department of Fair Employment and Housing complaints.

9. Successfully resolving a variety of individual faculty member's problems
10. Participating and working with other unions, student organizations and community groups on issues such as the state budget, legislation, and social justice causes that directly impact the community colleges and/or our community at large.
11. Improving communication with the membership by scheduling college chapter meetings and meetings specifically for part-time faculty throughout the year.

The PFT's work on behalf of the faculty is a collaborative effort involving a PFT college representative, one or more of the officers of the PFT, and/or our office staff. It truly takes a village to advocate for the faculty, and we'll need that kind of effort to help resolve some of the challenges we face in the years to come.

There is the state budget crisis which looms over all Californians and will ultimately impact all of us in a variety of ways. While the PFT will continue to advocate for more full time hires, we know the current budget proposals reduce our chances for success. We also know that when the District states that they currently plan **no** lay offs for next year, they are not talking about the part-time faculty who may not be hired back. The constant injustices part time faculty face is an on-going concern and challenge for the PFT. How will we help bring parity to our part-time faculty? We made baby steps this last year and a half, but clearly much more needs to be done. Furthermore, as the State cuts back on money for community colleges, we must be sure part-timers continue to get paid for office hours and their 50-50 health care benefits.

Another challenge has surfaced in our work with the Board of Trustees Board Policy Review Committee. We have been very concerned about the union's right to communicate with our membership via our mailboxes and .edu email. Currently the General Counsel of the District argues that the PFT cannot distribute any materials to faculty that promote or endorse political positions or candidates. We believe this is a violation of union and faculty rights. We do not want the District censoring our mail and

will continue to argue and fight for our right to freedom of speech. In addition, we are challenged by the existing two tier health benefits for full time faculty. We managed to have the District agree to begin exploring the possibility of providing wrap-around health care packages for the post-2004 hires upon their retirement.

We also need to develop new union leadership. We need members to become more involved. Pay raises, working conditions, benefits, health and safety concerns and your every day quality of life as a teacher in the Peralta Colleges are all tied directly to the work of the union. The people that are active in the union are the people that set its priorities and direction, so it is important that faculty participate in union events.

I know that all of you have worked hard this year by giving to your departments, colleges and the students while facing your own challenges; one more thing like being involved in your union may seem like too much, but it is necessary and good work. This will be a crucial year to be involved with the Union since we will be setting the goals and priorities for the 2009-2012 contract. I really hope to see you as the PFT comes around again in the fall to ask the faculty what concerns and issues they want to see addressed in the next contract. This will be your opportunity to have input into your working conditions and benefits for the next few years. I hope to see you at chapter meetings, membership meetings, PFT Executive Councils, and PFT parties. I hope to see you reading the Peralta Teacher or other communications we send. I hope to engage with you as individuals and as department members. I want to work with you and for you.

In the meanwhile, I hope the summer provides you with a little time to refresh and relax.

In unity,
Debby Weintraub
PFT President

Part-time Faculty News & Updates:

Unemployment Insurance for Part-time Faculty

Since part-time temporary faculty are laid off at the end of each semester, you are entitled to apply for unemployment insurance after the semester ends (Friday, May 30), even if you have an oral or written offer of community college work in Summer or Fall. You are eligible for unemployment insurance because, as a part-time temporary faculty member, **you have no contractual guarantee of continuing employment**; your rehire is contingent on sufficient enrollment and adequate funding. **The maximum weekly benefit is \$450.**

Unemployment benefits are not automatic. You must file a claim, usually by a phone call to the Employment Development Department, 1-800-300-5616, or on the web at www.edd.ca.gov. [If you call, it is easier to get through to the EDD office later in the week.] When you apply, you will be asked for the following

information: your Social Security number, the name and address of your last employer, and your last day of employment. You are no longer employed (and are filing for unemployment insurance) **because, as a part-time temporary faculty member, your job has ended and you have been laid off.** If you are asked name of your union local: Peralta Federation of Teachers, AFT local 1603.

You can apply on Tuesday, June 2, or thereafter. You can call until Friday to open or reopen a claim that starts on the previous Sunday. Your first week of unemployment will be a waiting week (no benefit) unless you are reopening a claim that was started less than a year ago with a waiting period at that time. After you apply, you will receive forms to file (by mail) for unemployment benefits for each week of unemployment or underemployment. You are eligible even if you have a small amount of other income from some other source -- depending on your weekly unemployment benefit. Retirement income is considered as employment earnings). You must also be looking for work, but you are not required to look outside your field of community college faculty work.

The 1989 Cervisi Decision (Cervisi v. California Unemployment Insurance Appeals Board) provides part-time faculty with this unemployment eligibility. The California Court of Appeals upheld a lower court's decision that college level part-time faculty are not given "reasonable assurance" of rehire semester to semester because of the contingencies of enrollment and funding. Therefore, you are entitled to unemployment benefits between semesters – as well as during Summer break. If you are employed for Summer session, you are eligible for unemployment insurance during weeks you do not work before and after Summer session.

If for some reason you are denied unemployment benefits, don't despair and don't give up. There is an excellent chance that EDD has inadvertently misunderstood your rights. Contact the PFT office, (510) 763-8820 for advice on how to file a simple – and usually successful – appeal. Such an appeal could take some weeks, but it is free to you.

Check www.PFT1603.org for complete information on how to file for unemployment and how to handle an appeal if your initial claim is denied.

For more information:

California Part-time Faculty Association:

<http://www.cdfa.org/unemployment.html>

Faculty Association of the California Community Colleges link to the EDD Field Directive re Cervisi:

http://www.faccc.org/edd_cerv.htm

Note: If your April paycheck indicates (under "after-tax deductions") that you're a non-member, by stating "Peralta Fed Fee P Time Cert", please fill out the membership form on the last page of this newsletter or online at <http://www.pft1603.org/page2.html> and then send or fax it to us.

New Faces Series:



Jon Drinnon was elected as the Merritt Co-Chair to the PFT Executive Council in May 2007. While he is not new to the Merritt campus or to activism, he is relatively new to union involvement.

Jon has an extraordinary background. He is what some would term “home grown” or better put Peralta grown. He is a product of the Peralta Community College District, a Merritt College alumnus. At the age of 45 years old Jon enrolled at Merritt. He took a lot of English and Spanish courses at Merritt before transferring to UC Berkeley to major in comparative literature with a minor in Spanish. After receiving his BA from UC Berkeley, he began graduate studies at San Francisco State University in pursuit of a master’s degree in comparative literature as well as a composition certificate.

Before Jon dropped out of high school, he started his own civil rights group called “Youth for Civil Rights” at Berkeley High School, and participated and got arrested in numerous civil rights demonstrations and demonstrations against the war in Vietnam. For a short time our very own chancellor was a member of his group until the chancellor splintered off to form a more political on campus group called the “Race Relations Council.” He still gets a kick out of telling his students that they are being taught by a “high school drop-out.”

Jon has always felt that unions were the only way that workers could get justice, but he never had the opportunity to join a union until he began his community college teaching career. Soon he managed to work the historical union struggle into his curriculum, especially his English 5 critical thinking class where he uses Howard Zinn’s *A People’s History of the United States*, James Loewen’s *Lies My Teacher Told Me* and Noam Chomsky’s *Understanding Power* as the reading for his class. As he explains, “through solidarity comes power whether it is within unions or among unions. We need the power of unions to make life better. The union struggle is above all a class struggle.”

Jon taught as a part-time instructor for six years before he landed a full-time position at his alma mater, Merritt College. During those six years he taught full-time stints at Chabot College (one year as the Puente instructor) and one semester at Laney. He also taught at various other community colleges in the bay area, applying for full-time jobs along the way. After his fifth President’s

interview all the stars aligned, and he got his job at Merritt where he is just finishing his third year on the tenure track.

Jon brings a wealth of experience to his union role as Co-Chair of Merritt. He has attended two annual week long trainings for union activists in the Summer of 2006 and 2007, the Union Leadership Institute (ULI) and is working his way towards a labor studies certificate at Laney College having just completed his sixth class there. Jon also worked on Abel Guillen’s campaign for trustee, and it was through the PFT’s Political Action Committee that Jon began to meet other Peralta union folks, like Helene Maxwell, and learn more about the work of the union here.

As a PFT Co-Chair Jon is interested in bringing the union to people’s everyday lives. He feels the union can have a more positive and proactive role at Merritt. When asked how he saw his role as a Co-Chair, he said, he regarded it as an opportunity to work with Christine Olsen, as a team. He said, “Christine and I both want the faculty to know what’s going on with the union and the union to know what the faculty at Merritt think. We will work to ensure that communication is timely and transparent.” Jon stated he would like to be more involved in PFT negotiations so “Merritt faculty have a voice in the important decisions that affect their futures.” When asked to name at least one thing he felt the faculty need to know about being a union member and at least one thing the faculty ought to know about their union contract, Jon responded:

“The more involved faculty are with their union the stronger it will be and the better it will be able to serve their needs. Faculty need to take the time to get involved with the union and become familiar with the provisions in their contract, so they can more effectively exert their rights under the contract. As I said before, through solidarity comes power, and we all need to get involved to bring that about.”

Jon has extra copies of the PFT contract in his office or faculty can view the entire contract and its appendix at the PFT website, www.pft1603.org. As you may know, particularly if you vote in PFT elections, Jon was elected to a two year term to expire in June '09.

Negotiation Update:

By Rick Greenspan – PFT Treasurer and Chief Negotiator

PFT Secures Raises for 07-08

In early February, the PFT signed off on an agreement securing higher salaries and retroactive raises for all faculty for 2007-2008. In combination with negotiations last spring, hourly faculty now have seven salary steps, with a top rate of \$87.86 per hour on the 75% schedule. Contract faculty now have a fully funded 25 step salary schedule, with a top annual salary of \$101,260. And everyone got the full state COLA this year. All salaries will be retroactive to August, 2007, with “retro checks” issued to full-time faculty in June 2008. Per an earlier email from Vice Chancellor Tom Smith and according to District Payroll Supervisor, Telly Castro, part-time faculty will receive their retro-checks now.

The full salary schedules are attached. Faculty should check their pay stubs in June 2008 to be sure that the Peoplesoft system comes up with the right 'retro' check amount. That is, your total salary, from August 2007 to June 2008, should match the attached schedule(s), after you add your June "retro" check. If the numbers don't add up, check with the District Payroll office or call the PFT to get everything straightened out.

Interession Assignments for hourly faculty no longer limited

In the past, interession assignments were limited for many hourly faculty because of Ed Code regulations regarding maximum load during the regular school year. Now interession assignments will be treated like summer assignments for hourly faculty.

On-Line Professional Development Form to begin next Fall

The vast majority of faculty are involved in many professional activities other than those recorded in Peralta's Flex Day (Staff Development) system. Those activities are enumerated every three years as part of a faculty member's Self Evaluation form, but there is no annual record of the many professional endeavors that faculty participate in every year. As part of the recent agreement, the PFT agreed that beginning next Fall, contract faculty will be required to enter a summary of their professional activities and endeavors in some sort of 'on-line' system each semester (this form will be optional for hourly faculty). Faculty will be able to enter the information any time during the semester, just so the information is entered once each semester.

Since the form will be electronic, all the information from the previous semester will automatically carry over and won't need to be entered again. If you are still on your college Senate, Budget Committee or Staff Development Committee, that information will automatically pop up each subsequent semester. In addition, any Peralta flex-day activities in which you participated will automatically be listed. On top of those basic entries, we hope that faculty will enter the many other professional and community-based activities in which they participate, from membership in professional associations to weekends spent working on Bay Cleanup or Habitat for Humanity. We expect this database will show how diverse, involved and hard-working Peralta's faculty really is.

Contract Development Process for next year

Our current contract goes through June 2009, so we are now in the process of developing proposals for changes which we would like to include in the next contract. We will be holding 'contract development' membership meetings on each campus during the remainder of this semester and during the Fall, to solicit your ideas and suggestions regarding contract changes that we might propose.

Keep in mind that negotiation is a product of both give and take. If we ask for something, the District often replies by wanting something in return. For that reason, it is often easier to get agreement on an item that we propose as a 'win-win'; where there are reasons that the District would want the change as much as we want it.

2007-08 Hourly & Extra Service: 1.18% COLA and 7th step

	A	B	C	D	E
<u>60% prorata</u>					
1	\$ 42.11	\$ 45.35	\$ 48.58	\$ 51.87	\$ 55.11
2	\$ 44.67	\$ 47.90	\$ 51.20	\$ 54.43	\$ 57.67
3	\$ 47.30	\$ 50.53	\$ 53.76	\$ 56.93	\$ 60.21
4	\$ 49.86	\$ 53.09	\$ 56.33	\$ 59.66	\$ 62.76
5	\$ 52.43	\$ 55.66	\$ 58.96	\$ 62.10	\$ 65.24
6	\$ 55.05	\$ 58.29	\$ 61.45	\$ 64.59	\$ 67.73
7	\$ 57.62	\$ 60.79	\$ 63.94	\$ 67.08	\$ 70.29
<u>75% prorata</u>					
1	\$ 52.64	\$ 56.68	\$ 60.72	\$ 64.84	\$ 68.88
2	\$ 55.83	\$ 59.88	\$ 64.01	\$ 68.04	\$ 72.09
3	\$ 59.12	\$ 63.16	\$ 67.21	\$ 71.17	\$ 75.26
4	\$ 62.32	\$ 66.37	\$ 70.41	\$ 74.58	\$ 78.44
5	\$ 65.53	\$ 69.57	\$ 73.70	\$ 77.63	\$ 81.55
6	\$ 68.81	\$ 72.86	\$ 76.81	\$ 80.74	\$ 84.66
7	\$ 72.02	\$ 75.99	\$ 79.92	\$ 83.85	\$ 87.86

Contract 25 step schedule 2007-08, 1.18% COLA & equalized 25 step schedule (no more longevity)

Steps	A	B	C	D	E
1	\$ 36,845	\$ 39,679	\$ 42,504	\$ 45,385	\$ 48,217
2	\$ 39,082	\$ 41,915	\$ 44,803	\$ 47,625	\$ 50,460
3	\$ 41,383	\$ 44,212	\$ 47,039	\$ 49,816	\$ 52,680
4	\$ 43,625	\$ 46,458	\$ 49,287	\$ 52,203	\$ 54,912
5	\$ 45,872	\$ 48,699	\$ 51,586	\$ 54,337	\$ 57,083
6	\$ 48,166	\$ 51,000	\$ 53,768	\$ 56,516	\$ 59,264
7	\$ 50,414	\$ 53,193	\$ 55,946	\$ 58,695	\$ 61,504
8	\$ 52,623	\$ 55,377	\$ 58,174	\$ 60,925	\$ 63,682
9	\$ 54,856	\$ 57,600	\$ 60,351	\$ 63,114	\$ 65,849
10	\$ 57,031	\$ 59,784	\$ 62,533	\$ 65,291	\$ 68,091
11	\$ 59,250	\$ 62,004	\$ 64,727	\$ 67,526	\$ 70,274
12	\$ 61,470	\$ 64,223	\$ 66,936	\$ 69,703	\$ 72,454
13	\$ 63,689	\$ 66,442	\$ 69,147	\$ 71,915	\$ 74,664
14	\$ 65,908	\$ 68,661	\$ 71,366	\$ 74,126	\$ 76,875
15	\$ 68,127	\$ 70,881	\$ 73,585	\$ 76,337	\$ 79,085
16	\$ 70,347	\$ 73,100	\$ 75,804	\$ 78,545	\$ 81,297
17	\$ 72,566	\$ 75,319	\$ 78,024	\$ 80,765	\$ 83,506
18	\$ 74,785	\$ 77,538	\$ 80,243	\$ 82,984	\$ 85,725
19	\$ 77,004	\$ 79,758	\$ 82,462	\$ 85,203	\$ 87,945
20	\$ 79,223	\$ 81,977	\$ 84,681	\$ 87,422	\$ 90,164
21	\$ 81,443	\$ 84,196	\$ 86,900	\$ 89,641	\$ 92,383
22	\$ 83,662	\$ 86,415	\$ 89,120	\$ 91,861	\$ 94,602
23	\$ 85,881	\$ 88,634	\$ 91,339	\$ 94,080	\$ 96,821
24	\$ 88,100	\$ 90,854	\$ 93,558	\$ 96,299	\$ 99,041
25	\$ 90,320	\$ 93,073	\$ 95,777	\$ 98,518	\$ 101,260