

Spring Drive Statistics

Peralta faculty, CFT representatives from across the state, and PFT staff helped make the union's April 8-10 Membership Drive at Laney College a huge success. The drive boosted faculty's direct engagement with PFT and gave folks on campus a chance to talk about the workplace issues that affect them daily. A snapshot of some key numbers:

32 ◀ Union members added

COPE members signed ▶ **29**

100 ◀ % of PCCD Colleges w/ faculty on drive team

Ratio of CFT reps to PFT retirees on drive team ▶ **3-1**

Negotiations UPDATE

PFT will begin comprehensive contract talks in the fall (the current deal expires June 30, 2015). A partial list of likely priorities includes:

- ▶ Building on recent wage gains for full- and part-time faculty
- ▶ Maintaining healthcare benefits
- ▶ Improving working conditions at the colleges
- ▶ Securing full contracts for categorical and grant-funded faculty

PFT will hold meetings at the four colleges to get faculty input in setting the union's goals.



Laney Spanish prof Arturo Davila-Sanchez says he's proud to work at a college with a unionized faculty. He joined the crowds on the Laney Quad during PFT's Spring Membership Drive.

PFT Pops PIL

At the January 21 meeting of the PCCD BoT, PFT President Matthew Goldstein voiced concern over the district's decision to hire a corporate consulting firm, Partners In Leadership, to "change the culture." Later in the spring term, BCC PFT rep Matt Freeman sent out a mass email that revealed PIL executives' support for an antigay ballot measure, and pointedly questioned how the district could justify working with a company whose principals' values seemed so at odds with Peralta's. Freeman's email set off a firestorm of criticism and a series of public meetings that led to the chancellor's reconsideration—and ultimate

termination—of Peralta's contract with PIL. The cancellation of the deal saved the district over a quarter of a million dollars.

PFT Special Elections

This fall PFT will hold elections for seats on its executive council. With longtime PFT Secretary Patricia Dudley easing into retirement—and other changes on the 16-member body likely coming down the pike—the union will hold a special election to keep the PFT board at full strength. Look for nomination forms when you get back from your summer vacation.

EDD Benefits for Part-time Faculty

SINCE MOST PART-TIME faculty have several weeks of “vacation” at the end of each semester, it is very important that everyone take advantage of the unemployment benefits offered by the Employment Development Department of the State of California (EDD), which provide you a percentage of your income each week you are between assignments.


PFT reminds all part-time faculty members that you are eligible for unemployment insurance benefits during the period between semesters when you are unemployed or underemployed. *Cervisi vs. Unemployment Insurance Appeals Board* (208 Cal. App. 3d 635), decided in February 1989 by the Court of Appeals, held that a “contingent assignment is not a ‘reasonable assurance’ of continued employment” within the meaning of the Unemployment Insurance Act, and does not disqualify the employee from the receipt of benefits.

Even if you have received an offer of employment or letter of assignment for the next semester, you are entitled to apply for unemployment benefits over the semester break immediately upon completion of your last working day of the semester.

In order to file a claim, you can call the Employment Development Department at 1-800-300-5616. You should have a copy of your letter of assignment from PCCD on hand, which usually states that your assignment is contingent and implies no rights of continued employment. All claims can be processed by phone, and paperwork is mailed to you. If you have other employment in addition to your teaching assignment, this may affect your claim by making you underemployed (which provides a smaller benefit) or ineligible to receive benefits. You can also fax in your EDD paper application to 1-866-215-9159 (per the DE 1101I form); mail in your application (to: EDD, P.O. Box 12906, Oakland, CA 94604-2909, also per the DE 1101 I form) as well as apply online at edd.ca.gov. When applying online, be

sure to print the Confirmation Page, which is your assurance that the department is in receipt of your claim. If you do not get this Confirmation Page and code, it could very well be that the form was not submitted into the system (perhaps due to technical issues). In all cases, please keep copies of all of your submitted paperwork (including your application form).

As a school employee, you will probably be scheduled for a phone interview. It is crucial that when you are asked if you have a contract which would guarantee your continued employment, you answer “no.” What you have as a part-time faculty member is a tentative offer based on enrollment and other factors. You do not have a guaranteed contract position. Many part-time faculty members have been mistakenly denied benefits because they mistook their assignment letter to be a contract and answered this question incorrectly. Remember, when asked if you have a contract, just say “No!” If the EDD denies your application, you should immediately file an appeal. In the appeal hearing, bring the Cervisi decision to the attention of the hearing officer.

If such steps are taken, it is our belief that you will receive the benefits to which you are entitled. Please contact the PFT office (510-763-8820) if you have any questions or if you need any help filing an appeal (we have a lot of sample appeal letters that you might like to use). 

Retiring this year?

Peralta Retirees Organization (PRO)



is open to membership to all district retirees! Learn more at the PRO website, or contact PRO President Jerry Herman at: jerrherm@sbcglobal.net

www.PeraltaRetirees.org

In Gratitude

WE HONOR three tireless activists: Helene Maxwell, Patricia Dudley, and Susan Schacher. Each woman has made innumerable contributions, from helping improve working conditions at the colleges, to taking to the streets to advocate for faculty and student rights. Susan, a Laney math prof, retired last year; Helene, a CoA DSPS counselor, will retire at the end of spring term; and Patricia will step down as PFT grievance officer this month and retire from her nursing position at CoA next year.



Maxwell, Dudley, and Schacher

Grievance Report

THE CURRENT YEAR has seen PFT pursuing grievances with implications for all faculty members. Here's the latest on some of the more notable cases:

- ▶ PFT has pushed colleges to comply with the terms of the part-time rehire pool, with an agreement secured from CoA, formal proceedings underway at Laney, and Merritt and BCC showing improved compliance rates.
- ▶ PFT attorneys are lodging a grievance to protect medical benefits promised to contract faculty hired before July 2004. The grievance, focused on the district's refusal to pay Medicare D reimbursements, will make the district honor longstanding contractual promises.
- ▶ PFT won a grievance to block administration from maintaining secret personnel files, a victory that reinforces contract provisions and keeps the administration from running roughshod over faculty rights.
- ▶ A grievance is underway to protect faculty rights in investigations arising from student complaints.