

From the President (cont.)

for counselors and librarians. Healthcare changes weren't outlined, but read the article by PFT Chief Negotiator Rick Greenspan on Page One for insight into the district's likely plans. Also included in this *Peralta Teacher* is an article by Bob Grill that describes interest-based bargaining, a practice the district wanted us to participate in; as you read Bob's piece, think about whether the district's first proposal reflects an honest interest in mutually beneficial approaches to negotiations.

• **District HR continues to put faculty on paid administrative leave for unclear reasons.** The district continues to pull faculty from classes and place them on paid administrative leave for possible misconduct, even though the HR Office is unable to cite specific Board, District or college policies that may have been violated. HR insists it doesn't know what policies faculty may have violated, and that only a district investigation will reveal such information. (Guten Tag, Herr Kafka!) PFT has told the HR Office that this is grossly unfair, stressful, and wasteful of much-needed district resources.

• **Sections at some colleges continue to be cut.** As a way to support our part-time colleagues, PFT urges fulltime faculty to reduce or not request extra service hours.

In other news, PFT representatives at each college have held or will hold contract development meetings so that the Executive Council can address faculty concerns as we develop our contract proposal to give to the district.

We will also hold two general membership meetings this semester, Mon., Nov. 1, and Thurs., December 9 (both 3-5 p.m. at Laney in D-200), so that we may get further input from the faculty.

The state budget was not as dire for community colleges as was feared, yet we still are not going to receive the funding we need to adequately support our programs. Without a new, fair and reasonable source of revenue, our public education institutions as well as many of the services that our students rely on will be dismantled. That's why the CFT is urging everyone to vote Yes on Proposition 25, which would require a simple majority to pass budget and budget-related issues while still retaining a two-thirds vote to change taxes.

Plan to attend both your college and district PFT membership meetings, and speak up. Let the chancellor, the chief negotiator, the board, and your colleagues know how you feel about the opening contract proposals. And despite district warnings, PFT urges you to exercise your Constitutional right to freedom of speech—be sure to be involved in local and state elections since community college programs will rise or fall depending on what happens at both the state and local levels.

In unity,

—Debby Weintraub, President  
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# The PERALTA TEACHER

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

October 27, 2010

vol. 52 no. 5

From the President

District digest

Greetings Faculty,

This is a good news-bad news report.

**Good news:**

• **Parity pay was restored.**

Shocked by the district's unannounced grab of contractually guaranteed parity pay, PFT fought back last summer and finally retrieved the money for all eligible faculty.

• **The district at last acted on maximum room occupancy signage.**

Since the district's primary guide to establishing class size is related to the fire code and maximum room occupancy—and not to any pedagogical criteria—PFT has been anxious to ensure that the fire code is enforced in our classrooms.

• **The SDI will be implemented immediately.**

The chancellor has assured me that SDI will be implemented with no further need for negotiations. I will be meeting with the CFO, Ron Gerhard, to review the details of when the payroll deductions will begin, and I intend to meet with the district's Chief Negotiator, Trudy Largent, to officially sign off on the SDI agreement right away.

**Bad News:**

• **PFT got a disheartening opening contract proposal from the district.** Peralta's chief negotiator, VC of HR Trudy Largent, put forward a document that suggests that faculty are not working enough and includes a grim wish list of takeaways, including a step-and-column freeze, severe reduction of department chair release time, suspension of sabbaticals, reduction of staff development district-wide, removal of improved Family Care Leave recently added to the contract, no professional development credit for tenure review committee work, changes in rights around banked leave (including a ban on banking summer loads), and discontinued paid office hours for part-time faculty. In addition, the district wants to increase faculty workloads, particularly

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## Peralta District, heal thyself!

*District Proposes Major Takeaways to Benefits Committee*

While PFT hasn't begun to negotiate benefits, some of the takeaway scenarios the district presented to the Benefits Committee include the following tough-to-swallow scenarios:

- raising deductibles
- raising co-pays for doctors and procedures (including Kaiser)
- raising prescription co-pays (e.g., \$140 co-pay per prescription for a 90-day supply of a "non-preferred brand" mail-order drug)
- instituting premiums (up to \$1400/month for family coverage)
- raising out-of-pocket maximums (up to \$6000 per family)
- capping the district contribution at a specific dollar amount (employee picks up the difference)
- capping the district contribution at a specific plan (e.g., Kaiser)
- capping the district contribution at a specific coverage (for example, district just pays for faculty member alone, and faculty

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## 2010 STATE AND LOCAL ELECTIONS

### CFT's Recommendations

Statewide Propositions:

- |                |        |
|----------------|--------|
| 20—No          | 24—Yes |
| 21—Yes         | 25—Yes |
| 22—No Position | 26—No  |
| 23—No          | 27—Yes |



### PFT PAC's PCCD Board of Trustees Recommendations

- Area 3—Linda Handy
- Area 5—Bill Riley



### Statewide Offices

- Governor—Edmund "Jerry" Brown  
Lieutenant Governor—Gavin Newsom  
Sup. of Public Instruction—Tom Torlakson



For your information, part-timers currently make up about 65% of Peralta faculty.

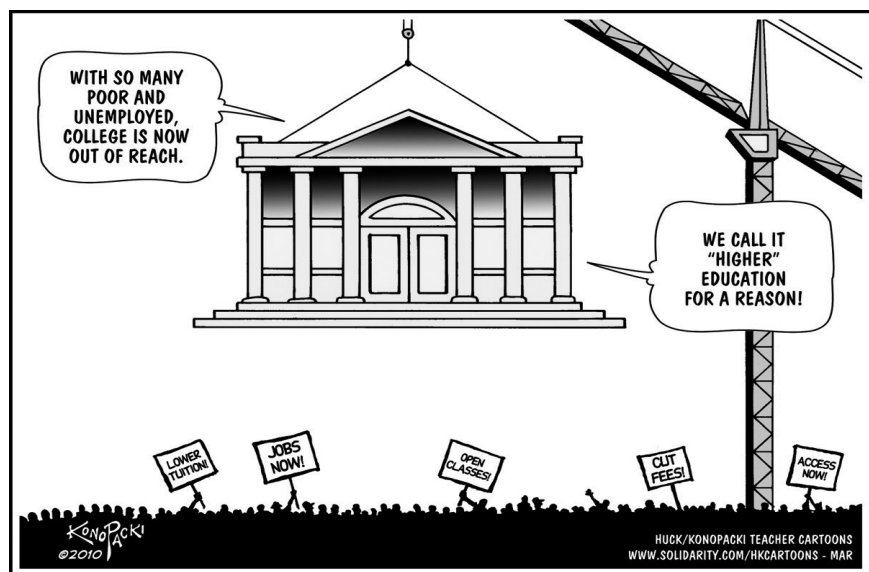
We began the fall 2010 semester on a bit of a bittersweet note with the district's final release of part-time parity pay. However, despite our overwhelming spring 2010 vote for the State Disability Insurance benefit—a simple paycheck deduction—we are still anxiously awaiting its institutionalization by the district. Negotiations continue.

Meanwhile, the district has proposed the possible elimination of our already-limited office hour compensation, no doubt jeopardizing student retention and success, and the critically needed 50-50 medical insurance program used by scores of PT faculty. We also face a significant loss of classes in spring 2011 (maybe as many as 300 district-wide).

In addition, I received a number of excellent recommendations with respect to PT faculty equity at the recent PT faculty contract issues meetings I conducted at the various campuses. They will be discussed for inclusion in the upcoming contract negotiations. My thanks to those of you who participated in these discussions. Note, though, that it is important that PT faculty work very closely with our respective college PFT representatives and PFT's other officers for favorable resolutions of our equity problems.

With respect to the recently approved state budget, I noticed in a memo from the State Chancellor's office that \$35 million has been allocated for categorical programs. These "categoricals" include such unprotected funds as allocations for parity pay, office hour compensation, and the 50-50 medical insurance program. It's not yet clear what our allocations might be, but I was informed by the State Chancellor's office as follows: "All the categorical programs were flat funded at the 2009-10 levels. The \$35 million will be spread across all categorical programs evenly. However, this money will not go out to colleges until next year (July 2011) due to the deferral."

Onto a professional identity matter: Peralta PT faculty members and *Continues next page*



## Interest-Based Bargaining

### A different way to resolve differences

*Editor's Note: PFT and the district have agreed to use interest-based bargaining in their upcoming contract negotiations. In this piece, former PFT President Bob Grill offers an overview of this approach to negotiating, and describes how it differs from more traditional modes.*

In traditional negotiations—sometimes referred to as positional negotiations—both sides try to win, usually at the expense of the other. An example frequently used to introduce the topic is about two men fighting over an orange. “I want it!” No, it’s mine!” “I’d throw it away rather than give it to you!” And so on, until one said, “I guess there’s only one thing to do,” and the other said, “Yeah, cut it in half.”

The next time they met, one of them asked, “Why did you want the orange?” The other replied, “To drink the juice, of course—isn’t that what you wanted, too?” “No,” said the other. “I wanted the rind to make marmalade. Damn, we both could have had what we wanted.”

Interest-based bargaining (IBB) comes from the idea that cooperation between people using joint problem-solving and other techniques can lead to better results for both sides. When the interests of both sides are on the table, and both sides work together to help each other achieve better outcomes, both sides get more satisfying results.

In traditional positional negotiations, the administration pits its desire to decrease wages, benefits, etc. against the faculty’s desire to increase wages, benefits, etc. In IBB, the two sides would say the

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interest of the district is to provide the maximum amount of educational services to the community within a fixed budget, and the interest of the union is to provide the highest standard of living and best working conditions for our members—both sides then work together to accomplish both.

As the Bible of IBB, *Getting to Yes*, describes it, the method is to:

- Separate the people from the problem
- Focus on interests, not positions
- Invent options for mutual gain
- Insist on using objective criteria

This is a very simplified look at IBB—obviously, doing it is more involved. One common practice has been for both sides to designate teams that go through shared training, a course that teaches members problem-solving techniques and forms a bond that they bring to the table (and, hopefully, to other interactions in the district). After the training, they start the process at the negotiating table.

An unfortunate observation from the past has been that some districts have tried IBB by starting with non-monetary issues, only to revert to traditional negotiation once the talks turn to money.

—Bob Grill, College of Alameda  
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## JOIN THE PFT PAC

### How do I become a member?

Become a voting member of the union’s political action committee by signing up for payroll deduction.

Contact:

Matthew Goldstein  
mngoldstein@gmail.com

member must pay in full for spouse and/or child)

The district also proposed that all coverage of part-timers be dropped, including the 100% buy-in, because “healthy part-timers might choose not to be covered.”

In response, PFT made it clear that while the Benefits Committee is not the negotiating table, these proposals would saddle Peralta faculty with the highest medical costs in the Bay 10. Peralta’s contract faculty is already, on average, the lowest paid faculty in the Bay 10.

And when you combine the district’s healthcare proposals with the proposed wage cuts—furloughs, step-and-column freezes, workload increases, the elimination of paid part-time office hours, etc.), it is quite clear that the district wants to get faculty to pay for both state funding cutbacks and deficits caused the district’s well-documented history of fiscal mismanagement.

—Rick Greenspan, PFT Chief Negotiator  
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### PT faculty update (cont.)

their colleagues statewide, whose sole employment is part-time and at-will, don’t see themselves as *adjuncts*. The term signifies *add-on* or *extraneous appendage*; however, as indispensable professionals and full human beings engaged in the instructional mission of the institution, the descriptor is clearly inappropriate. *Adjunct* devalues bona fide part-time faculty. It is properly used to designate fulltime employees who work extra service. For me and those other bone fide PT faculty members who share my analysis of the term, *adjunct* should be retired without a pension!

And finally, I received the following pump-up note from a PT colleague:

I’d like to offer you my personal thanks for all your help in this matter. You and Mark [Greenside] really got things moving, and my family and I are sincerely grateful.

When you are a part-timer and you are told after three weeks that, no, they will not be starting the process to reissue you your check, you feel helpless and alone. Who do you turn to, after all? I’m glad the union is there to protect me and my family. After your initial email, the forms were in the mail to me within 24 hours (the very forms I had been calling about for 3 weeks!).

Everyone I have told this story to has responded enthusiastically by saying, “Now THAT is exactly what a union is for!” I couldn’t agree more.’

Thank you so much for everything!

-Brian Lewis, Laney

Stay in touch.

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