

Presidential POV

LAST YEAR'S passage of Measure B and Proposition 30 saved hundreds of class sections and scores of faculty jobs at Peralta. Voters in the six cities and beyond made it clear: they value public education.

Still, with a crucial decision from the accrediting commission looming, the colleges emaciated by understaffing, and fast-deteriorating working conditions on campus, the district remains in a period of deep uncertainty.

Contract talks continue in this cloudy atmosphere. Last year's comprehensive three-year deal included reopener on a number of important issues, money chief among them. PFT is waiting for reports from Kaiser and CoreSource about the increases in healthcare costs to determine how best to use faculty's share of the new revenues.

Across-the-board salary raises, unseen by faculty for five-plus years, top PFT's priority list, along with setting up a 25-step salary schedule for part-timers. But the return of professional development and sabbatical funding and more full-time hires will also figure prominently in the union's calculations.

And we're keen to straighten out the role of fee-based instruction at Peralta, too, and to negotiate counseling contracts that give counselors control over their schedules and ensure they're paid fairly for any work beyond the 175-day calendar.



A New Generation of PFT Activists

Union work is a family affair for Merritt College PFT representative Jennifer Shanoski, pictured here with her daughter—the irrepressible and infectiously smiley Sophie—at the January meeting of the Local 1603 Executive Council. Jennifer, a chemistry instructor, skillfully juggles the demands of teaching full-time, representing Merritt faculty, and raising two kids. PFT has long fought for the rights of the working parents in its ranks, and it strongly supports building a professional culture that values and promotes a healthy work-life balance.

PFT has also been working overtime to make sure that the new board policies (BPs) and administrative procedures (APs) that the district has been rushing to put into place won't weaken faculty rights. (The policy and procedure overhaul comes in response to an ACCJC recommendation.) The BPs and APs are drawn from templates

created by the Community College League of California, an organization that tends to take a managerial view of college life.

And the areas covered by the BPs and APs wander into territory faculty guard jealously—free speech,

continues inside

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Staff

Introducing PFT's new front-office crew

Anna Roy

Interim Labor Representative

Anna Roy joined the PFT office staff in 2009. Fresh from her work organizing casino workers in Southern California for UNITE HERE, Anna started her tenure with Local 1603 as the Database Coordinator/Communications Assistant, a formula-funded staff position. Anna's commitment to labor and to social justice has made her a valuable part of the PFT team, and her recent move to interim Labor Representative will give her an opportunity to use her considerable talents and energy to fight for Peralta faculty.



Kiana Mathews

Interim Database Coordinator

Kiana Mathews, interim Database Coordinator/Communications Assistant, came to PFT in January from Ascot Staffing. A Cal State East Bay Communications major, Kiana brings sharp communications skills and keen organizational ability to her duties at PFT. Before coming to Local 1603, Kiana provided administrative support in a variety of medical settings, including UCSF and Kaiser Oakland. When she's not at the office, she owns and operates a party-planning business. As a former Laney and BCC PACE student, Kiana knows Peralta well.



Peralta by the Numbers

**\$210
MILLION**

Amount raised for community colleges by statewide tax initiatives backed by the California Federation of Teachers

**\$5.5
MILLION**

Peralta's share of the \$210 million

**\$13
MILLION**

Value to Peralta in 2013-14 of revenues brought in by Measure B and Prop 30

5

Years faculty have gone without a raise

-6.7%

Change in value of faculty wages brought about by inflation since 2007

7.7%

Raise contractually due Chancellor José Ortiz in 2013-14 if his performance "meets expectations"

HOMEBUYING + REFINANCING

Share your benefits with your family.

+ GET MORE FROM MEMBERSHIP

+ Mortgage

Competitive mortgage rates and special union-member protections are also available to your children and parents.

+ for more information about this and other savings:

aft.org/members



A Union of Professionals
AFT+
Member Benefits

AFT+ is your advocate. For information on all AFT+ programs, call 800-238-1133, ext. 8643, or email aftplus@aft.org. The AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800-238-1133, ext. 4493; send an e-mail to disclosureinfo@aft.org; or visit www.aft.org/benefits/disclosure.



Peralta Federation of Teachers

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Matthew M. Goldstein, *President*
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Miriam Zamora-Kantor, *Laney College*
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Anna Roy, *Labor Representative (interim)*
Ann Whitehead, *Archivist*
Kiana Mathews, *Database Coordinator/
Communications Assistant (interim)*

Peralta Federation of Teachers,
AFT Local 1603 represents nearly
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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Presidential POV

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intellectual property,
political activity, and employee
discipline, to name just a few. PFT's
wariness is well placed.

Nor have the challenges been
confined to the bargaining table. The
start of spring semester saw a number
of questionable administrative moves,
all met gamely with tough faculty
resistance. BCC attempted to boost
productivity—and thereby put itself
in a position to grab a larger share of
monies divvied up under the district's
budget allocation model (BAM)—by
raising class-size caps; they neglected
to discuss the strategy with faculty
first, however.

In addition to offering yet another
illustration of how inapt the notion
of “productivity” is in a teaching
and learning environment, the BCC
situation was an affront to teachers,
who, again, were not consulted
about the move, and who saw their
workloads increase dramatically.
And, of course, students were being
asked to endure crowded classrooms
and accept less individual attention
from instructors. Berkeley faculty
pushed back, hard, and got the
caps reinstated.

For the most part, only CTE
courses and composition courses in
English and ESL have contractually
mandated class-size caps; for other
courses, room capacity, set by fire
code, limits class size. PFT would
like to join the academic senate in
leading discussions among faculty
about how to address the threats to
effective pedagogy and to instructors'
workloads posed by Peralta's clumsy
approach to class-size regulation.

At Merritt, meanwhile, classes that
had met their contractual minimum
of 25 students were summarily cut by
the administration, in a misguided
moneysaving effort. (Poor schedule
management led to overspending in
the fall term; the move to axe classes
from the spring schedule was a late
attempt to compensate.)

PFT intervened, pointing out that
Article 18 of the collective bargaining

TIME TO
WAKE UP!



agreement made it absolutely clear
that classes meeting enrollment
minimums couldn't be cut, and that
no class could be cut after the first
census day. Under pressure from the
union, the administration reinstated
the inappropriately nixed classes.

These administrative decisions
gall, particularly in the aftermath
of the recent electoral successes for
public education. The taxpayers who
approved Measure B and Prop 30
certainly didn't cast their yes votes in
hopes that classes would be cut and
more students packed into existing
sections. Faculty must remain
informed and responsive.

To that end, don't miss the first
general membership meeting of
the year, Thurs., Feb. 28, 12:15-1:30
p.m., in Room 424 at BCC. The
agenda features a discussion of
proposed amendments to the PFT
constitution, an overview of the
BP/AP implementation process, a
negotiations update, and a review of
recent decisions of the PFT Executive
Council. If you'd like lunch, RSVP by
Tues., Feb. 26, to Kiana Mathews at
union@pft1603.org.

And look for chapter meetings and
“presidential office hours” at your
colleges in the weeks ahead—PFT
will send out announcements via the
e-Communiqué and the *PCCD Board
Watch*, both of which come out via
email twice a month. We'd love to see
you at an Executive Council meeting,
too, held first and third Thursdays at
PFT HQ, 500 E. Eighth St., Oakland.

In solidarity,
Matthew M. Goldstein
President, PFT, AFT Local 1603

Meet College of Alameda PFT representative

Ed Jaramillo

COLLEGE of Alameda Automotive Technology instructor and PFT representative Ed Jaramillo came to Peralta in 1989; he taught a night class for one semester before getting hired full-time in the fall. Before Peralta, he worked as a maintenance mechanic at the City of Oakland repairing police and city vehicles, and for a few independent automotive shops as an automotive technician.

Ed first served the union as Vocational Chair, advocating for CTE interests on the PFT Executive Council. As a campus rep, Ed has worked hard on behalf of CoA faculty, and he has defended the contract energetically and effectively. His partner on the island campus is part-time history instructor Mustafa Popal, whom the *Peralta Teacher* will profile in an upcoming issue. You can contact Ed at edwardjaramillo@sbcglobal.net or (510) 748-2130.

What first attracted you to union work?

When attending membership meetings, I was impressed how committed the union executive board was in advocating for faculty rights, working conditions, and ensuring the contract conditions were adhered to.

How do your roles as faculty member and PFT rep complement each other?

Before this semester began, I received word from a faulty member concerning classes having enrollment numbers over the cap as stated in the PFT contract. I notified administration, and the correct enrollment caps were reinstated in agreement with the PFT contract. Last semester, as the campus co-chair in consultation with the department chairs, I was involved in the appointments of faculty for an



PFT stalwart Ed Jaramillo, a College of Alameda Auto Tech instructor, has served the union as both a rep and as Vocational Chair. His commitment to faculty and to the contract is rock solid.

administrative hire. Through their union, faculty members have a voice in who will manage their departments.

What do you like best about working at CoA and in the district?

I enjoy my position as an automotive instructor, teaching students about the latest technology, which allows them to seek and gain employment in the transportation field.

If you could change one thing about Peralta, what would it be?

Eliminating some of the bureaucracy. Delays in receiving classroom materials, laboratory supplies, and equipment consume faculty time and do little to improve our ability to educate students. Paperwork is a problem. Lucky for our department, Rick Greenspan performs much of that work. For example, a purchase was ordered in 2012. Due to a change in taxes, the invoice from the vendor was a few pennies higher in 2013. The district refused to pay the bill—worse yet, they informed no

one. Only Rick’s persistent follow-up rectified the problem.

What goals do you have for spring term?

Perform some revision of my curriculum. Inform faculty members who may not realize they are not PFT members the benefits of joining the union. Union members get to vote in all elections, allowing them to have a voice in union policy and direction.

As a veteran of the PCCD, what advice would you offer new faculty?

If possible, search for a helpful mentor. Seek out staff who can assist new faulty with their knowledge of campus logistics.

When you’re not teaching, serving on committees, and doing union work, how do you like to spend your time?

My latest hobby is taking sailing lessons and crewing on sailboats in the Bay. I also enjoy playing racquetball and hiking in local East Bay parks.

Negotiations UPDATE

Talks heat up as money issues arise

By Rick Greenspan

PFT Treasurer/Chief Negotiator

THE UNION expected the main topic of negotiations for 2012-13 to be wages and benefits for 2013-14. And that's still the case. Things are certainly looking better for Peralta than for many other Bay Area districts, since voters passed both the Peralta parcel tax (Measure B) and Prop 30 (statewide) last November.

As yet, we don't know what the 2013-14 community college budget will look like from the state, whether it will contain a COLA for community colleges, etc. For that reason, we expect to engage in more serious negotiations about 2013-14 wages and benefits once we know more about the actual state community college budget.

We have been discussing these other issues with the district:

1. The district has been working on placing all part-time faculty on a "part-time hourly 25-step schedule" on the basis of their initial placement and their cumulative Peralta teaching loads. Eventually, every part-time faculty member would be at his or her correct step and column, based on education, experience, and years of teaching at Peralta. When new salary money becomes available, our more senior part-timers (who will be at higher steps) will be able to get a bigger salary increase than less senior part-timers (at lower steps) as we begin to "fill in" steps 8 through 25 with new money.
2. We've been working with a representative team of counselors (and a state mediator) on the issue of pay for contract counselors working during the periods before fall and spring semesters. More sessions with the mediator are scheduled this semester.
3. We've discussed a number of proposed board policies and administrative procedures with the district, and we proposed (and the district accepted) a number of changes in proposals covering areas that are negotiable. These areas included administrative hiring, free speech, computer use, and many more.
4. A number of other areas are still being discussed, including use of the new surveillance cameras, creating job descriptions and evaluation procedures for faculty on "other assigned time" (like SLO coordinators or distance ed coordinators), and a number of issues centering around fee-based classes and instructors.

Calling All Faculty—Student Scholarships Available!

The Peralta Colleges Foundation asks you to help spread the word that scholarships are available to qualifying students, many of whom are probably sitting in your classroom. In addition to a variety of need-based grants, the Foundation offers scholarships for, among others, athletes, budding scientists, and students of labor history—some college-specific, some district-wide. Learn about the Foundation's scholarship opportunities by visiting peraltafoundation.org.

The best distribution source is you, the faculty—please consider putting our web address on your handouts. Contact me at mills4872@gmail.com or new Executive Director Romeo Garcia at rgarcia@peralta.edu if you have other suggestions on informing students of our available scholarships.

Additionally, the Foundation has competitive financial awards for faculty to design projects for classroom enrichment.

The Foundation's mission is to provide financial assistance to students, faculty, and our four colleges. To increase the number of student

scholarships and faculty awards, please consider a tax-deductible payroll check-off to the Foundation.

For additional information on check-offs, scholarships, and awards, please call Keiko James at (510) 466-7206, or just stop by the Foundation's office for a cup of tea and a chat.

In unity,

Michael Mills, Chairperson, Scholarship and Awards Committee,
Peralta Colleges Foundation; Past-President, PFT, AFT Local 1603



www.PeraltaFoundation.org

Part-time Faculty Report

News from the PT ranks

By Cynthia Mahabir

PFT Part-time Faculty Representative

THERE IS some good part-time faculty news to share. Discontent with exploitation, marginalization, and employment insecurity is being transformed into a robust new faculty majority movement to achieve equity as academic professionals. I will keep you posted on developments.

In the meantime, here are a few reminders for the semester:

- If you are eligible for an evaluation for the Part-Time Faculty Rehire Pool, you should speak with your dean and department chair very soon. Also, be sure to read carefully the procedures for the evaluation in Article 30, Section H of our contract (available online at pft1603.org). Be sure you get a copy of your evaluation documents, including the signed Summary Evaluation Form, upon completion of the process.
- If you participated in SLO assessments during the fall 2012 and spring 2013 semesters, you are eligible for a stipend. The application



Part-time English profs Judith Rathbone (left), of Laney College, and Mary Webb, of Berkeley City College, joined 50 fellow faculty members at PFT's January flex-day meeting at the Laney Bistro.

procedures and the amount of the stipend vary by campus. Please check with your dean or SLO coordinator for details.

- PFT has a Member Emergency Relief Fund for part-time faculty who are currently PFT members and who are experiencing severe financial hardship as a result of certain conditions. For details, visit pft1603.org, and click the Part-Time Corner link under the Resources tab.

- For issues of interest at the legislative level, I would like to recommend two recent articles: "Why California Needs an Oil Tax," from the Feb. 8 edition of the *Daily Californian*, and "Should community colleges be paid only for students who complete courses?" by Timm Herdt, in the Feb. 10 edition of the *Ventura County Star*.

Till next time!

cmlaney2003@yahoo.com

PFT office: union@pft1603.org

pft
**General
Membership
Meeting**

Thursday, February 28, 2013

Berkeley City College, Room 424

2050 Center Street, Berkeley

12:15 - 1:30 p.m.

AGENDA

12:15–12:45 p.m. Negotiations Update

12:45–1:00 p.m. Amendments to the PFT Constitution

1:00–1:15 p.m. Recent Executive Council Decisions

1:15–1:30 p.m. Questions and Discussion

ALL faculty are highly encouraged to attend!

Lunch will be provided!

RSVP at union@pft1603.org so we have plenty of food and drinks!