

G C F A

GAVILAN COLLEGE FACULTY ASSOCIATION Fall 2016 Issue III

District's last, best, and final offer: Unfair, unjust, and bad for all

**Full-time instructors will pay more for health care while
part-time instructors will still go without**

The most precious resource we have for our students is the human one. Why then is administration jeopardizing that? Why are we continuing on the trajectory of our past president who displayed an increasing disdain for faculty, staff, and students and whose proposals and policies, while under the guise of rationality, were actually emotionally-driven and punitive?

The tumultuous nature of our current political system means there is no guarantee the

dollars for some, while part time faculty are told to continue to do without.

It doesn't make sense, and it is inhumane. Our past president claimed at Academic Senate last year that faculty were overpaid. His yearly salary was over \$300,000; typical full time faculty pay is just above the poverty line for a family of four in Silicon Valley. Part time faculty pay is at poverty level for Silicon Valley and no health care benefits are offered, even though surrounding schools have managed to provide them.

Many of us cannot afford to buy homes or take vacations, yet we do have good health care. Now that benefit is being diminished. It's time to collaborate on decisions that will save the college money while supporting our faculty so they can focus on students' needs. Treating people with dignity and respect is a start.

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grim national projections of health care costs will manifest.

Yet Gavilan College employees are being asked to bear the brunt of an uncertain outcome, an outcome that could result in no change or a change for the better in overall cost for the institution.

At a time when funds are pouring into community colleges, full time faculty are being asked to receive a cap on benefits, which is likely to result in paychecks that are smaller by thousands of

A CALL TO ACTION!

**Attend the Gavilan Board of
Trustees meeting
(GECA multipurpose room, Gilroy)**

**Tues., Nov. 8
gather at 5:45 p.m. outside
before fifteen minutes of
public comments beginning at 6 p.m.**

**Wear your “Unity Works” GCFA button
Contact dyoung@gavilan.edu**

Testimonials

“At a time of new beginnings, Gavilan College is proposing to undermine the financial stability of its full-time faculty in a historic blow.

Teachers like me will bear an \$11K pay cut in 2019 if we keep our children covered under Kaiser. Teachers like me will consider moving to other states where the cost of living is cheaper. Teachers like me will face an increasingly difficult time devoting hours of extra work to support a college that does not support us, a college that does not think we are worth the money it spends on benefits. And teachers like me who have been proud representatives of Gavilan in our community feel that pride being chipped away with every district refusal to research, negotiate, and care.”

--Christina Salvin

“I’ve been working at Gavilan part-time for over 35 years and, fortunately, have always been on my husband’s insurance. Now that is ending and I have to find new coverage. The option to obtain health insurance through one’s workplace should be the norm in a civil society.”

--Jane Rekedal

“My frustration isn’t having to look at my health care but the district’s unwillingness to look at alternative solutions--to collaborate with us. There’s an unwillingness on their part to look at the common problem. I need an expression of ongoing willingness to look at solutions.”

--Leslie Tenney

“Fifteen years ago, I was able to purchase

Kaiser Insurance through Evergreen Valley College when Gavilan offered very little or none. And currently, I earn the same amount for three courses at Gavilan as I do for two courses at Evergreen Valley (plus one hour of lab). Based on what I have heard and read, my experience is not unique.

Is a non-profit public institution like a community college to be run as a for-profit institution?”

--Ted Brett

“Securing quality healthcare benefits for Gavilan faculty is about treating one another with human decency. It is about letting faculty know that they are valued. Don’t send the message that we are going to throw our hands in the air when it comes to employee health care by not being willing to look at alternative plans.

This demonstrates a lack of empathy. It is a punch to the gut of educators who work tirelessly, day-in and day-out, on behalf of our students. When educators don’t feel valued or respected, they begin to feel disposable

and less connected to the campuses they serve. When educators feel undervalued or neglected, they will have a harder time serving their students at full capacity.”

--Scott

“I am appalled at the District’s lack of empathy for adjuncts and full-timers. At Los Medanos we are paid about 60 percent of our health coverage based on course load, and we get ten days of personal holidays. I have about 300 hours of unused sick [days]. It is unconscionable that two colleagues in the same area will be so far apart in terms of how adjuncts are supported.”

--Anonymous

“How can we really be the college of choice, if we deny health care to 75 percent of our faculty and limit it for the other 25? How can we, in good faith, welcome students to a campus where employees are treated as if this inequity has no impact on instruction?”

--Anonymous

Negotiation Team

Dana Young, Lead Negotiator, Rob Overson, Deb Muscari, and Ken Wagman.

Executive Board Members

Ken Wagman, President

Kimberly Smith, Full-time Faculty Vice President

Jane Rekedal, Part-time Faculty Vice President

Dana Young, Secretary

Marla Dresch, Treasurer

Meredith Hurley, Membership Chair

r2row, Academic Senate President (non-voting member)

*Information and source for page one:

“The median price for a home is \$550,000, while rent is, on average, a little under \$2,000 a month for a two-bedroom apartment. And a family of four in Silicon Valley needs about \$90,000 a year in order to cover rent, food, transportation, and childcare, according to the nonprofit Insight Center for Community Economic Development.”

<http://www.businessinsider.com/poverty-in-silicon-valley-2013-3>