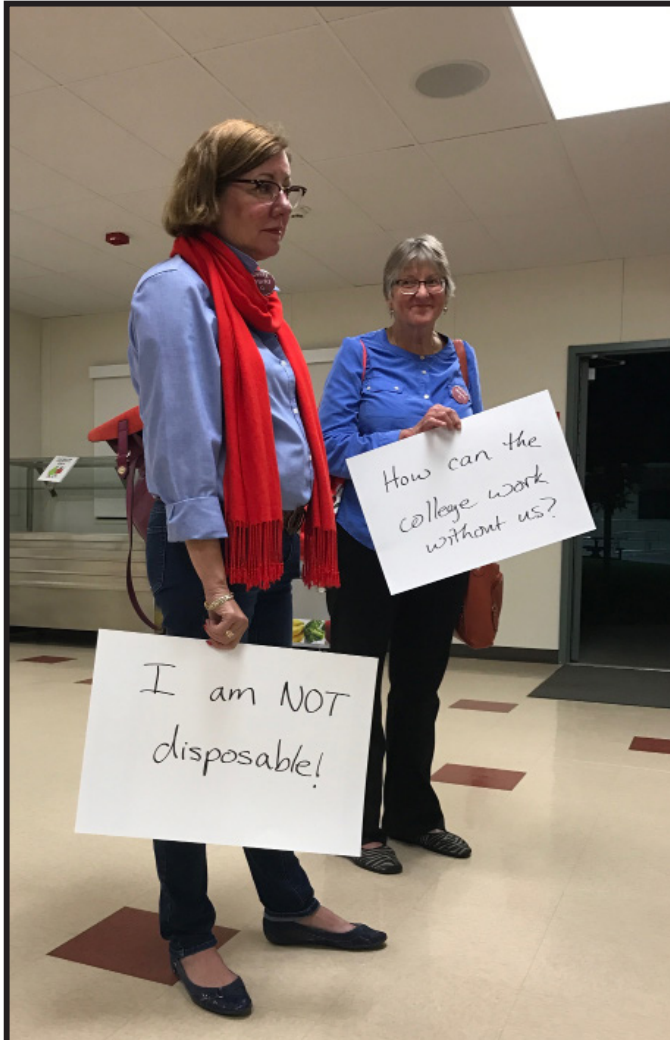


GCFA

GAVILAN COLLEGE FACULTY ASSOCIATION Fall 2016 Issue IV

Where we are and how we got here



Unity Works!

On election night, when Gavilan's Board of Trustees met in a closed session to discuss our negotiations, almost 30 GCFA members were there to let them know—we care about health care.

English Instructors Martha Oral and Valerie Hunt (pictured above) were among a diverse group of full and part-time faculty who set aside election anxieties to stand up for dignity, fairness, and respect.

Philosophy Instructor, Andrew Delunas, for example, read from Academic Senate President R2row's statement, which noted a connection between faculty that feel supported and students' improved learning outcomes. While English Instructor Scott Sandler read from the college's Principles of Community asking how dismissing faculty's concerns meets those guidelines.

Headed for impasse?

Now more than ever, Gavilan College needs to be a stable and supportive space for students, faculty, staff, and administrators alike.

As one GCFA member put it to the board recently, Gavilan sometimes feels like family. Such bonds are being shaken at the moment because the District has been unwilling to collaborate with the GCFA to find workable solutions to rising health care costs, solutions that work for both sides.

"I want to help make Gavilan the best community college in California," Christina Salvin said through tears, addressing trustees at their election night meeting, "not work for a Gavmart," Gavmart being the kind of school that exploits its part-time employees

and overworks full-time faculty to fill in the resulting gaps.

When our negotiation team began its work last spring, it advocated for a reasonable response to health care price increases, access to policies for part-timers, and raises for everyone to match the cost of living in our area.

At each juncture, the District said no—it wouldn't consider access to health care for part-timers; it couldn't put in writing how it might deal with future cost increases for full-timers; and it won't offer raises above three percent or make those retroactive.

Nearby Evergreen, Cabrillo, Los Medanos, and West Valley-Mission college all pay part-timers more per class

see "we" page two

LEARN MORE GET INVOLVED

GCFA GOOGLE GROUP
Join gcfa-membership@googlegroups.com

ORGANIZING COMMITTEE
Mondays 12:15-1:15 p.m.
(Learning Commons/Writing Center)

SMALL GROUP INFORMATIONAL SESSIONS
(dates and times posted online)

REPRESENTATIVE COUNCIL
Thursday, Dec. 1 12:50-1:50 p.m.
(location TBA)

MEMBERSHIP INFORMATIONAL SESSION
Tuesday, Dec. 6 12:50-1:50 p.m.
(location TBA)



After Tuesday's Board of Trustees meeting, members gathered to talk about next steps and commit themselves to take further action.

If members reject the District's "last, best, and final offer," there'll be a need for more events like this one and greater commitment to work for change from everyone in our bargaining unit.

"we" from page one

while also providing health care options. Instead of meeting that standard, the District wants to break its longstanding commitment to full-timers, making us solely responsible for rising health care costs, which is different from other community college campus where healthcare caps are already in

change in the coming months, saying we need to trust them and be more patient.

It doesn't make sense to accept a non-retroactive raise for the first time in recent memory, thus, encouraging delays during future negotiation cycles.

We already know what will happen, if we don't push for what is right—nothing positive for part-time faculty and

It doesn't make sense to accept a contract that leaves our members in such dire and uncertain positions regarding health care.

place.

It doesn't make sense to accept a contract that leaves our members in such dire and uncertain positions regarding health care. After all, some of us are projected to pay up to \$7,000 per year to maintain our current health care plans and no one knows for sure what their current package will cost in years to come.

It also doesn't make sense to tell part-timers we must wait for another negotiation cycle to talk about our health care when GCFA's negotiators have already been talking about these things for months. The District has yet to offer concrete indication this strategy will

something less than reasonable for full-timers.

Faculty do have it within us to help make Gavilan the best college in California. Building unity between our membership is a method for continuing the good work. After all, faculty working conditions truly are student learning conditions. When faculty feel respected and appreciated, they are better able to meet their students' needs and administrators' growing request lists.

What Now

The District's last, best, and final offer:

- A three percent non-retroactive raise
- Caps on full time faculty health care benefits with no adjustments if and when costs increase
- No health care for part-timers (some options would cost the District nothing) and no binding language guaranteeing any next cycle
- A small payment for part-timers whose classes are canceled, adjustment in step increases for part-timers effecting only those who've worked here 14-15 semesters, and still no parity with surrounding colleges

What GCFA asked for:

- Raises that are retroactive
- Binding language to address future health care cap adjustments
- Health care options for part-timers, some of which are free and cost the district nothing

Members decide:

- GCFA's Executive Board recommends members reject the District's offer
- A yes vote means you accept the District's terms and the contract goes into effect immediately
- A no vote means you are ready to speak up, get involved, and take action for a better contract
- If we reject the contract, the District will likely declare impasse, which is followed by a fact finding process and mediation through the Public Employment Relations Board
- Voting begins after Tues., Dec. 6