

# GCFA Newsletter November 2012

## President's Message

Every year when we ask you what you would like us to stand up for in negotiations, we get interesting answers. Those that are contractual and within the realm of possibility go onto a survey that you hopefully filled out earlier this month ("winners" will be discussed in our next newsletter or before, so we can start bargaining in February.) The ones that didn't make the survey are discussed below, so you know what happened to your suggestions, and also to give faculty a sense of how the union leadership thinks, and works.

1. Offer more sections--We hear you! But this is not a contractual item--that is, we can't put it into our work agreement with the district. However, we have steadfastly advocated for this at the Board of Trustees, which I visit every month to report, and through our reps Ken Wagman and Blanca Arteaga of the Expenditure Reduction Task Force. Our college president has joined other presidents in refusing as a matter of fiscal prudence to offer more classes than the state will pay us for. If this matters to you, see #10.

2. Streamlined admissions with waitlists, etc.--this is not contractual and should be the purview of the Academic Senate, which has begun the discussion.

3. Part time rehire implementation--already being opened by prior mutual agreement.

4. Clerical assistance for faculty--after discussion, the E Board wanted members to know that some clerical assistance is already available through the deans. But it's also a reality that more bean-counting and "accountability" demanded at state and federal levels will force CC teachers, like K-12 teachers before them, into doing more paperwork. None of us like it. If this matters to you, see #10.

5. Security on campus--this should be a given, not something we have to negotiate for. We have strongly advocated for improved security at the offsites in particular; we hope to see training in January on related issues, and we have told the board of trustees we need this at three of the last six meetings.

6. Protect jobs in DRC, second language, and categorical departments--this too is a larger-than-contractual issue. There's not much we can do within the contract except, in the unlikely event that whole programs might be slashed, we could insist that the terrible deeds be done according to the letter of the contract. This is where more general advocacy comes in, and must involve the Academic Senate and departments. It also must involve all of us paying attention to what is going on in Washington and Sacramento. It's new for most of us, I doubt we like it much, but if we want

to have a comprehensive college, there is really no choice but to fight for it in the budget times even as we tread water. If this matters to you, see #10.

7. PT flex requirements proportional to load--this is already in the contract.

8. Better more frequent evaluations--better is something we all want; more frequent, not so popular. We talked about this in 2010-11, so will give it a rest for a year to implement what we have changed so far.

9. PLO SLO responsibilities defined--legally, we have none. Why put some where none exist? This is an accreditation requirement, but we don't want to add it as a requirement in our contract. The college wants to hire some faculty on reassigned time to help make the assessments happen; that seems like a good voluntary way to help it occur.

10. Less focus on politics--If we want our colleges and programs to continue with a degree of success and achievement, we no longer have the luxury as a union of sitting out every election and ignoring what goes on in Sacramento and Washington DC. Individuals can always, of course, decline to participate, read the email, or go to the event. But the union's leadership is convinced we need to be heard, and we hope others agree. Before you hit the delete key, though, consider that what we are fighting for may be your job, pension, or students-- or a colleague's.

11. Tuition waiver--not contractual if this is intended for students. If this matters to you, see #10.

12. PT pay for office hours: A few years back state monies for PT office hours were rolled into the salary schedule with union consent, as PT faculty get far more when the money comes to them as salary than they would for office hours per se.

13. Hire more FT instructors--not a contractual item, though the union can certainly will advocate for it, especially once the economy improves. If this matters to you, see #10.

14. Hold college to 50 percent rule--this rule requires that all CCs in California spend at least 50 percent of their outgoing monies on instruction, especially salaries. Most colleges are not in compliance. This could bring about more FT positions if the union can prove Gavilan is out of compliance; we have asked our CCA rep for help in analyzing how Gavilan's numbers look.

15. Need more attention to FT issues--we feel we've balanced our attention fairly, and will continue to work with that dynamic. Feedback welcome. We try hard to win contract items for everyone, or to balance FT and PT items if we have some that only benefit one or the other. It may look one way or the other in any given year; we can explain why, last year, it was actually quite well balanced.

16. Feeling demoralized and overworked--come to the Dec. 5 event! Plan to be part of our meet-ups! And take it easy. Another 3ish weeks to go.

17. Budget transparency--everyone wants this. We need faculty with

expertise to step up so we are sure we are getting it.

### Part Time Vice President's Message

**Part Time Issues:** We are all grateful that Proposition 30 passed as we have a fewer budget cuts to make. Nonetheless, budget cuts are being made (have you read the Expense Reduction Task Force's recommendations?) and as part time faculty, we will feel the loss of our jobs as class lists are shortened. At this point, we can ask for fairness in dividing up available class assignments but we have no assurances of it. This is one reason that seniority/rehire rights at Gavilan are of importance to us.

If we had a system that offers an assurance of a teaching assignment to those who have met the requirements for rehire, as instructors we could plan and organize other potential jobs around that assignment. Currently, there is no standard protocol of making teaching assignments on our campus, and it varies department to department. An important issue that the GCFA negotiations team will be working on this year is rehire/seniority rights for part time faculty. This is a great example of how the faculty association actively advocates for part time as well as full time issues.

**Want to be an informed insider?** There will be several other issues on the negotiations table, too- I encourage you to become informed about the GCFA by reading our past newsletters on our website, contacting any executive board member such as myself, or by attending our executive board meetings, which are open to all members. Additionally, the Representative Council has some openings on it- this council works directly with the GCFA by sending a representative from each department to discuss and make decisions and recommendations to the GCFA executive board. The Rep Council does not require a big time commitment, so please consider filling a position if your department has an opening.

**Looking ahead:** Coming up in December: election of executive board members of your GCFA. Be sure to read the candidates' statements and don't miss out on voting. We have seen in the recent Nov 6th election how important each person's vote is!

As always, please direct your questions and concerns to me. I look forward to hearing from you.

Jane Rekedal, VP for part time faculty  
jrekedal@gavilan.edu

[Grievance Officer Message:](#)

### **Did You Know?**

The Weingarten Rules: What they are and why you should know them. It is the law! In the event you are called into the administration office due to a complaint or disciplinary action, the Weingarten Rules apply.

- You have the right to decline to answer questions until you have appropriate representation.
- You have the right to representation.
- You have the right to know the nature of the complaint.
- You have the right to have your Union representative help you.

For specific details go to:

[www.umass.edu/usa/weingarten.htm](http://www.umass.edu/usa/weingarten.htm)

[www.gavfaculty.com/GCFA\\_Files/adfa.html](http://www.gavfaculty.com/GCFA_Files/adfa.html)

[Budget Planning Post-Proposition 30](#)

Here is an article from *The Community College Update*

At the November 13, 2012, meeting of the California Community College Board of Governors (BOG), Vice Chancellor Dan Troy provided a post-election update and discussed the ramifications of the passage of Proposition 30. Vice Chancellor Troy gave much credit to the community college student and campus efforts that helped to pass Proposition 30 last week, as well as to the BOG, which took the position of supporting the initiative at its last meeting.

Passage of Proposition 30 means the avoidance of a 7.3% workload reduction for California Community Colleges, reduces community college deferrals by \$159 million in 2012-13, and provides an additional \$50 million in growth funding for 2012-13. Vice Chancellor Troy explained at the BOG meeting that the intention is to use the \$50 million in growth to continue the restoration of 2009-10 growth and that the first call on dollars will be to restore what is left over from 2009-10 for those districts that were not able to utilize all of the growth funds available to them during that round of restorations.

Proposition 30 creates an "Education Protection Account" (EPA) that collects the funds generated by the temporary increased sales and personal income taxes over the next several years. The initial distribution of these funds will be made in June and cannot be used for administrative compensation or costs. While not well defined at this point, fiscal standards

are being developed and will be provided to districts in order to comply with this requirement. Vice Chancellor Troy emphasized that these moneys are one time in nature, though occurring over several years: the sales tax will be in place for four years and the personal income tax increase will be in place for seven years. As such, districts are encouraged to allocate those funds prudently.

With the election finalized, the Chancellor's Office will be distributing more-detailed payment schedules for growth and EPA funding as soon as possible to assist in district budget planning. As Vice Chancellor Troy noted, "I would rather have complicated money than no money."

***-Michelle McKay Underwood***

### [Need a Massage?](#)

GCFA is hosting a Health and Wellness event the first week of December. To help relieve stress and as a thank you for all that the Faculty do, we are offering members 15-minute therapeutic massages for a small co-pay. All members, part-time and full-time, may participate by signing up in advance--we have slots for thirty faculty. Each member is responsible for a co-pay of \$10, the union is paying the rest.

All participants will be fully clothed and the excellent local massage therapist, Pierrette Vasquez, will work on neck, shoulders, back, or hands and feet, as requested. We have slots available Tue 12/4 from 1pm-3:40pm, Wed 12/5 from 9am-12:40pm and Thu from 11am-1:40pm.

To sign up, complete the online reservation form at <http://hhh.gavilan.edu/dyoung/massapp.html>. The slots are offered on a first-come, first-served basis.

After submitting the online reservation (<http://hhh.gavilan.edu/dyoung/massapp.html>), to confirm your slot, you must bring \$10 in cash (or check made out to Pierrette Vasquez) to the library. Your slot is not confirmed until we have this money! Note that times may be eliminated if demand is not strong.

### [The End is Near! Mayan Party!](#)

Save the date! 12/5/2012 in Mayock from 2-4pm - come and join us for the end of the semester party! All faculty and staff are welcome! Hope to see you there . . . it might be the last party we all get to have together!

### [2013 CCA Winter Conference](#)

Registration is open for the 2013 conference in Costa Mesa, CA. For information, visit the conference website at:

<https://www.regonline.com/2013ccawinterconf>.

### [Reading Across the Curriculum](#)

Want more of your students to read course texts? Want them to do more with texts when they do read? Members of the English and ESL departments are working to build common vocabulary and practices that can be used across the disciplines to help our students be more successful readers. If you assign reading in your class, this one-day workshop in January is meant for you:

**Gavilan College presents *Integrated Reading and Writing: Strategies to Promote Critical Thinking and Textual Fluency* with Dr. Sugie Goen-Salter, San Francisco State University.**

Please join Dr. Goen-Salter on Jan. 23, 2013, from 9-1 in the No/So Lounge for this presentation/workshop that will begin with a brief description and overview of what integrated reading/writing is, what it isn't, and how an integrated approach can provide an effective instructional alternative that moves beyond traditional "reading-to-write" or "writing-to-read" approaches. The presentation will also provide faculty from across the disciplines with some hands-on practice with a sampling of integrative strategies designed to promote students' critical thinking and fluency with texts - both those they read as well as those they write.

Dr. Goen-Salter is the Co-Director of the Integrated Reading/Writing (IRW) Program, which offers an alternative approach to English remediation at San Francisco State. Since 2005, the IRW program has continued to receive national and statewide attention for its documented success in helping students who score in the lowest quartile on the EPT to complete their transfer-level composition requirement within their first year.