

GAVILAN COLLEGE FACULTY ASSOCIATION NEWSLETTER

NOVEMBER 2011

PRESIDENT'S MESSAGE

Until I started paying attention about six years ago, I did not focus on the fact that Gavilan has what amounts to a two-tier hierarchy of faculty: those lucky enough to have full time employment with all its benefits, and those who work part time with attendant disadvantages in pay and benefits. This became quite apparent once I started listening more to part time faculty. What took longer for me to understand was the culture of anxiety that part time employment creates.

Having had tenure within two years of starting at Gavilan (under the old system it only took two years,) I didn't really know what it is to teach without job security until I had worked alongside several part time faculty closely for some time. Each has taught me something very valuable about what needs changing in our culture. I learned from:

--the longtime part timer loved and respected by students and colleagues who says s/he never feels completely certain an assignment will be offered from one semester to the next. This astonished me.

This person has been at the college longer than I have, and yet s/he feels insecure! --the half dozen or so part time faculty who teach at the off sites and who are pressed into service to do out of job category lock-up at night. We've let them know they don't have to do this, but more than one has said, "I can't say no--what if the college denies me a class because I won't lock up?" If this happened, and I really hope and believe it could not, the union answer would be to file a grievance as this would not be fair grounds for denial of assignment. But I don't downplay peoples' concerns. They're real. And until we have a rehire system in place, even if they "don't have to," I suspect people who are afraid or reluctant will still say yes to locking up at night. We're working with the college on a solution, but the solutions we like best cost, and, incredible as it is when safety is involved, we may have to talk this District into this priority.

-- the consistently high rating that ALL faculty give the issue when we ask them how important it is to put a part-time seniority or rehire system into place.

MS OFFICE \$9.95 PACKAGE FOR HOME USE

Did you know Gavilan's MIS department is part of a program that allows faculty and staff to download a copy of the latest MS Office package for home use for \$9.95? PC and Mac versions are available. To get your copy visit:

<http://www.microsoft.com/hup.com/> The

Program code: 62DC47253. Be sure to enter an

@gavilan.edu e-mail!

You will receive a confirmation email that will let you purchase Office.

Neogitator Lindsay Padilla, Part Time VP Jane Rekedal, and I are feeling that the district has come a great distance in the past year and is seriously considering a rehire proposal we've put forward. It helps that so many people rank it high. Until people have some security that their good teaching will result in their being hired back, it's hard to relax, to say no to requests for extra work, to

feel a sense of belonging and investment.

We're in the middle of figuring out which items to open for negotiations next cycle. As always, it will be a mix of concerns, some benefitting part time

faculty, some benefitting fulltime, some benefitting both. We'll be asking for input once the openers are public, so please watch your email and talk to your representative to the Rep Council. As we involve more

people in the discussion, we can better represent your needs.

Leah Halper
GCFA President

EVENTS

Dave Ellis, white gloves, and English tea

Come say goodbye to Dave Ellis, who retires in December a much loved man! Dave's a Brit so we'll have a proper English tea, catered by our own Mary Petron Bottega and by the Culinary Academy at Rebekah's Children's Services. This will be Monday December 12 from 2-4 p.m. at Mayock; we'll also plan some events for spring. Stop by for a hug from Dave or stay the whole afternoon. White gloves optional.

Maximizing your Gavilan salary workshops

Our October workshops on maximizing your Gavilan salary were well attended, and notes will be up on the website (www.gavfaculty.com, go to Info You Need) for anyone who's interested. Among the techniques discussed were: salary track advancement, filing for conference and per diem funds, filing for allowable mileage, unemployment benefit (for PTimers only), 401 K and 457 plans (for fulltimers only), and itemizing work related expenses at income tax time.

February 4,5,6 conference

If you want to know more about how your union works, aspire to leadership someday, or simply are concerned about some of the "reforms" that are coming down the pike (pensions! access to higher education! professional "accountability!"), consider attending the CCA winter conference February 4,5,6 in LA. GCFA generally pays the way of those interested, and an educated membership is a participatory membership! Contact lhalper@garlic.com if you want information, and check out http://www.cca4me.org/news_events/cal_conf.html if you want more information.

BYLAWS IN SPRING

Our parent organization has let us know that we need to overhaul our bylaws. Our spring election will hopefully be about contract items AND a new set of bylaws to stay in compliance with CTA and CCA requirements and procedures.

TRAVEL AND CONFERENCE

Every faculty member should have access to conferences and events that keep teaching up to date and innovative. The GCFA has negotiated Travel and Conference funding for the first time for part time faculty. Part timers will get \$100 for every fall and spring semester, cumulative up to four semesters for a total of \$400. Per Diem food and mileage will be added to that. For exact wording and/or information on how to apply to the Faculty Staff Development Committee for approval of fund disbursement (tip: well ahead of time is wise), go to http://www.gavfaculty.com/GCFA_Files/TravelConfprocess.htm . For the forms and instructions only, go to the Gavilan College Intranet, then to Faculty Staff Development, then choose Travel and Conference for relevant files, which download into your download folder but don't all open.

GAVILAN PRESIDENT SALARY INCREASE

As many of you know, Steve Kinsella was given an 18% salary increase as incentive to stay on as president of Gavilan. The following links will take you to the GCFA response to this decision, and to an article in the Gilroy Dispatch wherein the president of the Gavilan Board of Trustees explains the board's reasoning for the raise.

GCFA response: http://www.gavfaculty.com/Nov2011PresSalstatement_000.htm

Gilroy Dispatch article: <http://www.gilroydispatch.com/news/280788-gavilan-board-president-explains-reasoning-behind-42000-rse-for-steve-kinsella>

The Ravioli party rocked! Lisa Franklin taught us everything we needed to know, and the perfection of the raviolis was nothing compared to the fun we had, the poignancy of Grant Richard's film choice (*Bread & Tulips*), and the joy of a great meal together.

