

GCFA - CTA - NEA

GAVILAN COLLEGE FACULTY ASSOCIATION NEWS March 15, 2011



President's message

March is an historic month for the GCFA—all part time faculty will become fee-payers as of March 31 if they are not already. This means we would really like to serve them also as GCFA members, which only requires that they fill out the membership form recently placed in the boxes of non-member part time faculty. (If you didn't get one, contact me or jrekedal@gavilan.edu.) So new and continuing members alike, please put an important date on your calendar: **Thursday April 28 we'll have a New Members, New Tenures BBQ from 3:30-5:30 at Mayock House**; details to follow so watch your box!

Now that we have a great many more part-time members, the union needs to serve their interests while also serving full-time faculty. So many interests are in common—we all want a fair and functional workplace. The GCFA has two “openers” each year for contract negotiations; so does the district. Then mutually, we can open whatever others we agree are needed. *We are trying to get your views on these items and the issues they raise; see below!* GCFA this year opened workload to discuss disparities in pay for lecture and lab teaching, and a retirement option of interest to perhaps 6-12 full-time faculty over the next few years. The district opened the roles of department chairs, and an item involving taking attendance using a Gavilan official roster so no students get skipped. Mutually, the GCFA and district opened: compensation/salary, evaluation process for part-time faculty, seniority/rehire rights for part-time faculty, conference attendance/professional development for part-time faculty, family leave for full-time faculty, and some clean-up items such as the contract's term and language about who pays dues, and how.

We're engaging in a sort of experiment on the run this year: we want your feedback. We need some of it in April in order to come to closure on some of these items in May; some may roll over to fall. We are hoping the new Rep Council members will be able to open these discussions, or at least the ones most important to each department, and give the E Board and Negotiators some helpful feedback. Your Rep Council representative has discussion questions on most of these items, and I will send them out to everyone also in case someone misses a department meeting. You can talk to us in person, call, or email. Let's make it work! (The few departments that aren't represented will also get the materials.)

Social Events coordinator Sabrina Lawrence has been busy, and the Monsoon Wedding Dinner & Movie were great—thanks to Sabrina and Grant. Next up: March 30 at 2:30 sociologist Linday Padilla on her week at the

UN, and April 20 celebration of the life of Don Santana, deceased biology instructor. There are benefits events coming up, too! Have a great spring break, and take care of your health!

--Leah Halper, GCFA President

You got a problem with that?

The Student Problem Resolution Process and you

Lately there has been some discussion on campus regarding the student “complaint” process, otherwise known as Gavilan's *Student Problem Resolution Process*. In a nutshell, this process is designed to have students walk through a series of steps within specified timeframes in order to address their concerns with staff or faculty members. What is most important for us to know, as faculty, is that it is *critical* to follow the process, both to ensure students are given due process, but also to ensure that our own rights are protected. In essence, the process requires a student to begin steps toward resolution where the problem originated—with the staff or faculty member-- *not* the faculty member's chair, dean, or vice president. In this way, the faculty member has an opportunity to respond to a complaint before it “works its way up the ladder” with potentially damaging and long-lasting effects. The goal is always to resolve conflicts and concerns without having them escalate. The sequence of meetings included in the Student Problem Resolution Process is as follows:

1. Student meets with person with whom there is a problem
2. Student may then meet with department chairperson or supervisor.
3. Student may then meet with the area dean.
4. Student may then meet with area vice president.
5. Student may request a hearing committee.*

*The Student Problem Resolution Process is distinct from the student disciplinary processes. For a complete description of the process, please refer to the [Gavilan College Student Handbook](#).

Article 32.3.2 of the GCFA Contract states that students presenting complaints must follow the Problem Resolution Process. Therefore, should an administrator at any level fail to follow the process, it is considered a contract violation.

A final note on the importance of “process”: it is neither desirable nor permissible for one faculty member to grieve another member, either full time or part-time. In addition, should any faculty member encounter a student who is dissatisfied with another faculty member, please be sure to direct the student back to the formal problem resolution process. Counseling faculty are available to help walk students through the process. What it is

important not to do is immediately refer the student to an administrator. It is not fair to the student nor is it fair to the other faculty.

--Leslie Tenney, Grievance Officer

Part-time faculty need to think about retirement, too!

Come to a special workshop just for part-timers EITHER on Tuesday March 22 at 2:30 or Weds. March 23 at 2:30 at Mayock House (the little house at the top of the northern parking lot) for great refreshments and some expert answers to your questions! Check www.gavfaculty.com if you miss it for notes on what was said.

Help keep California from becoming Wisconsin—strengthen GCFA

Our parent group, the CCA, will start a new class of its Building Strong Local Academy at the April 15-17 CCA Spring Conference in Newport Beach. The academy has been extremely successful and is entering the fifth year. Academy Curriculum covers the topics of advocacy, unions, political action, organizing, bargaining, by laws, contracts, EERA and the Rodda Act. Participants go to three meetings in the coming year, and complete one project to strength their local unions.

In the academy participants read and George Lakoff, UC Berkeley Linguistics Professor. Lakoff writes: "Unions, through their political contributions, support the basic freedoms, protections, and resources we all require to have a decent life and live in a civilized society. If those unions are destroyed, American life will become unrecognizable in a remarkably short time. Democracy as we know it - not just budgets and unions - is at stake in the Wisconsin protests." Application due March 30, so hurry!

http://www.cca4me.org/temp_content/BSLApplication.pdf

The GCFA is going green, fair, & local!

The E Board recently adopted this policy: The Gavilan College Executive Board wishes to model social and environmental responsibility, and to engage in practices which do not contribute to environmental destruction, social inequality, or the decay of towns or communities. We hereby make it our policy to direct all members who make purchases of goods or services for the GCFA to do so by finding the greenest, fairest, most local suppliers or tradespeople possible, with help and input from the union's Executive Board as to sources. When two values conflict, ie., fair trade is not usually local, purchasers should put environmental considerations (sustainability, recyclability, simplicity, transport, material usage, etc.) first. During 2011, the E Board will research green, fair, and close sources and begin to transition to more green, fair, and local goods and services. Beginning in 2012, when clear alternatives for green, fair and local are not chosen, the E Board will

have the option of not reimbursing for monies expended for the GCFA.

Volunteers needed for the Mayock House Committee

The Mayock House, the two-story structure located on the Gilroy campus at the top of parking lot A, is owned by the GCFA. The following edited brief history of the house is from Leah Halper's "A History of Gavilan College" ©2003.

"In 1981 the Gilroy Historical Society contacted Jim Williams, a history instructor at Gavilan.* They wanted to preserve a 1886 virgin redwood house at Fourth and Church Streets in Gilroy that was slated for tear-down unless someone could find space and move it. Williams interested the faculty, and then the college, in taking the donation. For \$10,000 the house's second story was removed and the building was transported in 1982 to the site at the top of parking lot A. Construction technology students poured a new foundation, and provided some of the work in renovating the house, but when the instructor Hal Dromensk retired, the program died. Mayock House, named for its last inhabitant, became a faculty project. The GCFA soon ran out of funds to renovate the building until GCFA member Jerry Moore got the idea that faculty could float loans to the project at nine or ten percent interest. In addition, the faculty assessed itself \$10 a month until the house was completed. In all, the GCFA poured \$95,000 into the house. Even more impressively, the faculty found a project that allowed people to work together, relax together, and celebrate together. Work crews after school, on weekends, and during school vacations hung sheetrock, put in flooring, and installed plumbing. When necessary, the GCFA hired experts to do tricky jobs, but most work was completed by college staff and students, some of whom were terrific craftsmen—John Hansell, Bill Reimel, Ken Miller, and Ted Rempel in particular. The oldest object in the building is the commode, which comes from the old Gilroy jailhouse, considerably pre-dating the rest of the Mayock house. The building cannot be used for student gatherings because it is not state-certified as earthquake safe. The Gilroy Historical Society is given courtesy use of one upstairs room, and those who worked on the house feel proud every time they drive by it."

Copies of a Gilroy Dispatch article and the Board resolution are posted in the hall of the Mayock House along with photos from the October 1989 dedication ceremony.

This is still a GCFA property and part of our dues go to maintain the structure, though the college does split major repair costs. **The Mayock House committee is currently just me, so please contact me if you'd like to join and assist in keeping this GCFA and historic treasure alive.**

--Ken Wagman, past GCFA president

