



## GCFA - CTA - NEA

GAVILAN COLLEGE FACULTY  
ASSOCIATION NEWS April 20, 2011

### President's report

Since I became GCFA president in January, I have had a surprising number of occasions to consider faculty collegiality. I have seen it, beautiful and supportive, in action. And I have observed what happens when it is absent. I have to say, I want to work at a college where collegiality is the daily norm. Don't you?

Now, you may be reading ahead to see if I'm going to give examples of behaviors that might be considered not very collegial, singling out for condemnation someone you know or maybe—but we are all guilty—you. That wouldn't be collegial, so I'm not going there.

I'd rather mention a couple of instances of collegiality I have seen, and then suggest a few simple things we could all do, myself included, more intentionally to increase faculty collegiality. And no, I'm not thinking of you in particular. I'm thinking of all of us. Why increase faculty collegiality? Because it's a good idea in and of itself, and because we may be in for some rough challenges, given the economy. And those hardships are best breasted by a faculty that is collegial, so disagreements aren't fatal, and discussion can occur openly with creating rifts. Most of us will work here for many years.

- Collegiality is how the Communications Department works. Everyone is consulted. Everyone pulls weight. So the department became the first, on very little notice, to pull together to produce a new AA for transfer under the new state guidelines—because collegiality promotes cooperation.

- I like listening to some of the English teachers who gather in the Staff Development Center talk about problems that come up in class. They help each other. It's nice to hear.

- I love seeing Sabrina Lawrence in action as she works on distance ed and plans social events for the union. Here is someone who understands being kind and supportive.

- And when a call for catastrophic leave donations went out recently, I was moved to hear from HR that a number of part-time faculty, who barely get any sick leave (a few hours a semester, which I'd like to see the union work to change!) were calling and emailing to ask how they could donate theirs. Now that's collegiality.

How do we foster this wonderful trait?

- By taking time to say hello and introduce ourselves at the mailboxes or the photo copier. By talking a bit so we get to know colleagues. By making time to socialize.

- By coming first to the concerned party/ies when there is a concern, plan, misunderstanding, or disagreement, so we have a chance to talk things out quietly with one another.

- By making it clear when we disagree that we take issue with someone's idea, not with their entire being and way of living in the world.

I'll be trying. I hope you will be, too. Yeah, you.

--Leah Halper, GCFA President

### State of emergency

State-wide, our parent groups the California Teachers Association and Community College Association are gearing up for major demonstrations to build support for fully funding education during the week of May 9-13. A group of GCFA members and students is working to set up visits to state legislators in Sacramento; please contact GCFA president Leah Halper, lhalper@garlic.com, if you are interested in accompanying this group on one or more visits.

### Calendar this!

Block off the afternoon of Thursday April 28 for the Gavilan College Social Event of the year! BBQ celebrating New Members (in GCFA) and New Tenures (at Gavilan) Thursday, April 28, 3:30-5:30 at Mayock House (that little house at the top of the northern parking lot.) Just for fun! Come meet new friends and catch up with old ones! No RSVP necessary. Co-sponsored by the GCFA and Gavilan College administration, which is providing desserts! This is not to be missed!

Save the date--May 17 will be our goodbye party for retirees Marilyn Abad, Dave Connal, Lynn Lockhart, and Vic Robinson. We'll gather for delightful desserts and good wishes at the Library Gallery at 2:30-be sure to come!

### Congratulations to Kaye Bedell

At the recent statewide CCA convention, Allied Health department chair Kaye Bedell was honored for her service to the union. Congratulations, Kaye! Here's what her citation said:

Kaye Bedell has served in virtually every capacity as part of GCFA leadership since the 1980s. As an early leader of the GCFA, she helped build and strengthen the union, advocating for a strong voice for faculty, good pay, and fair benefits. As VP of the GCFA, she helped transition the union from a full-timers' union to one that represents all faculty, and she has been a strong and consistent voice for equity in pay and treatment for part time faculty. As head of the Allied Health Department, Kaye has built a sound and successful nursing training program that is one of the best in the state, despite Gavilan's small size. The use of grant funds has enabled Gavilan to offer state of the art training to nurses, and Kaye has fought to keep standards high and students accountable to the most excellent and up to date practices. Kaye is also an experienced and wise negotiator, and provides both depth and background for newcomers on the Executive Board. She is a great person and a great role model, and we are lucky to have her helping us out.

### Don Santana scholarship

In memory of deceased biology and ecology instructor Don Santana, we facilitating donations to set up a scholarship for a student majoring in life sciences who also has environmental interest! Please consider helping to be a part of this special scholarship. Checks can be made payable to *Gavilan College Foundation* with *Don Santana Scholarship* in the memo line – please pass your donation to Ken Wagman or Mary McKenna before May 1. Thank you!

### Get the Facts on Educator Retirement

Whether it is Wisconsin or Sacramento, some politicians are trying to use the state budget crisis and the collapse of Wall Street to scapegoat teachers, public employees and their secure retirement benefits. The misinformation campaign is rampant and you need to arm yourself with the facts. The new Truth about Teachers' Retirement section on [www.CTA.org](http://www.CTA.org) gives you all the information you need. There is a great new brochure, and lots of resources and research. Be

sure to click on all four tabs to get all the information.

### Unemployment Compensation could be yours!

Did you know that many part-time community college faculty have the right to, and routinely get, state EDD unemployment benefits for periods during which they are not teaching, including winter break and summer? And that if a part-timer has her or his course load cut, even if he or she still has a class, that person might be eligible for "underemployment" benefits through EDD? And if this interests you, do you have a strategy for applying for unemployment benefits for this summer?

GCFA's workshops on Unemployment Benefits for Part Time Faculty promise to be helpful, lively, and enriching to those who attend. The first on Tuesday April 26 at 3:15 and the second is the following day, Wednesday April 27 at 2:30 p.m. Both are at the Mayock Faculty House (that little house at the top of the parking lot.) Besides key information and website links, you will get support to claim the benefits you have the right to claim because you pay into the unemployment system. Delicious snacks will be served. All part-time faculty welcome and encouraged to come!

If you cannot attend, we will try to post basics on the [www.gavfaculty.com](http://www.gavfaculty.com) website. Have you checked out *Info You Need* lately? It's growing with lots of helpful, useful, and sometimes essential information.

### CPFA meeting May 7 in Rocklin

The California Part Time Faculty Association conference covering unemployment issues as well as due process, retirement, and other issues of interest to part-time faculty will be all day on Sat. May 7 at Sierra College in Rocklin, CA. See [cpfa.org](http://cpfa.org) and save the date! This important organization puts part-time faculty in touch so they can stay up on trends and activities at other colleges, and get support to advocate for their rights.

