

## CURRENT ISSUES

### OVERLOAD

by MARK WESSEL

The effects of California budget cuts have had disastrous consequences for the community of statewide educators and staff people across the entire spectrum of instructional levels. K-12, Community College and University professionals have all been impacted, but the population of adjunct employees at community colleges have been particularly affected. At Citrus College there were a total 370 people in the Bargaining Unit as of the end of November 2008. Today that figure has fallen to 185. The college treats its part-time employees as its most expendable, exacerbating the insufferable insecurity already felt by these educators.

It is a sensitive subject, but there is an “elephant in the room” in the form of full-time overload assignments. According to the current Memorandum of Understanding between the District and Citrus Full-timers, classes are first assigned to fulfill their required workload. The full-time faculty are then offered remaining classes for overload. Adjunct faculty are offered remaining classes.

By definition, “overload” means extra. There is no language restricting the number of extra assignments a full-time faculty member may teach. It’s here that a problem exists. CCAFF begrudges no-one the right to a decent living, but in light of the severity of the impacts felt by adjuncts who are losing classes they’ve depended upon, it seems nothing less than greed and a total lack of compassion, that would allow full-time members of the Citrus “family” to ignore the plight of

### CCAFF Executive Board

President  
 Jeff Gordon / jefegordon@aol.com

Vice-President  
 Anne Battle / Abattle922@yahoo.com

Secretary  
 Mark Wessel / mwessel\_1999@yahoo.com

Treasurer  
 Monica Lee / mplee@earthlink.net

Representation Officer  
 Bill Zeman / williamjzeman@yahoo.com

CFT Field Representative  
 Peter Nguyen / pnguyen@cft.org

### Mission Statement

Citrus College Adjunct Faculty Federation, (CCAFF), is dedicated to serving its membership by working to:

- Assure a level of professional respect from the District reflected in its policies and practices consistent with the achievement, dedication and professionalism of its adjunct employees.
- Through contract negotiations, maximize members ability to earn a fair wage consistent with education industry standards.
- Work to provide working conditions for adjunct faculty that maximize their effective interactions with students and co-workers.

their part-time colleagues. It’s come to light that it is not uncommon that overload assignments are being taught in extraordinary numbers - this in spite of the massive lay-offs that are taking place, and contrary to any logical interpretation of good education policy. How can students be served well by instructors teaching three and four overload classes in addition to their FTE load? Adequate time for quality instruction is not available in such situations.

This is why CCAFF backs the current CFT Resolution 20, in support of limited full-time faculty overload, and looks forward to the pursuit of legislation implementing fair restrictions.

Meanwhile, one would hope that an appeal to our full-time colleague’s sense of fair play will be enough to help preserve our livelihoods. We’re all in this together - or should be.

## CALL TO ACTION

by JEFF GORDON

While attending the annual convention for the California Federation of Teachers, I came to recognize how important it is for us as union members to make a stand now. I realized that we face an all or nothing situation. Our colleagues are losing their jobs and we confront the possibility of the same fate with each new semester. We can either sit around and complain about the way the district treats its part-timers, the low pay, the disrespect, the lack of job security, (the list could go on), or we can take a stand. Its time to fight for our rights. Collectively we must act.

As we continue to negotiate with the district for a fair contract, we need union members to be prepared to show up at Board of Trustees meetings to demonstrate our solidarity and show Citrus College that our union, the members of CCAFF, are active and committed to safeguarding their own welfare and the welfare of Citrus students.

The recent decimation to the ranks of part-time faculty and counselors is indication that the office of Human Resources and the Board of Trustees think of us as the most expendable members of the Citrus workforce. This is unacceptable.

So I ask you, the membership of our union, to be ready to work together in solidarity for a better working environment, for a fair contract that includes greater security through rehire rights, fair compensation for office hours, academic freedom and so much more that we have a right, through our qualifications and track record - to expect. When you’re contacted, be ready to answer the call to add your efforts to those of your Executive Board, as we work toward our mutual security and prosperity over the difficult days ahead.

## CFT NEWS

# CONFERENCE RESOLUTIONS

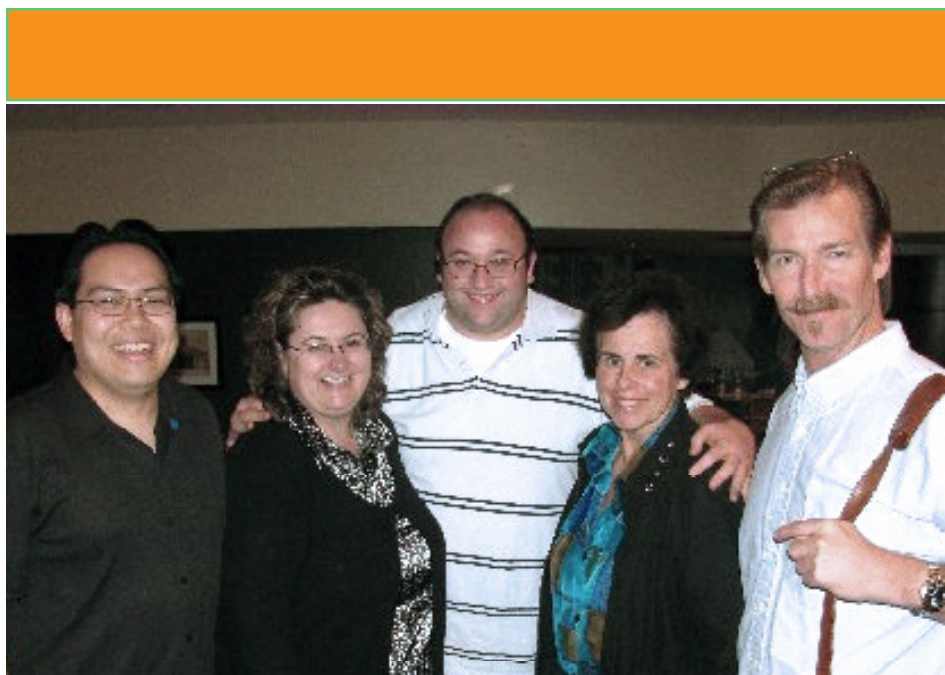
Three resolutions were passed at this year's California Federation of Teachers Convention of particular significance for part-time community college employees. Resolution 18, takes a position against the "casualization of academic labor". Resolution 19, supports pro rata pay for part-time faculty and Resolution 20, seeks to place limitations on full-time faculty overload. Excerpts from each of the above follow: **Resolution 18:** ... *Therefore, be it resolved, that the California Federation of Teachers challenges directly the casualization of academic employment, insisting that from here forward all faculty in institutions of higher education shall be offered full or part-time tenure track employment after a suitable period of probation, shall be employed with the same rights of employment security, equal pay for equal work, full access to healthcare, retirement and other benefits, and enjoy the same conditions of work and rights of participation in joint governance, campus life and the like.* **Resolution 19:** ...*Therefore, be it resolved, that California Federation of Teachers pursue legislation requiring that part-time faculty be placed onto the same district salary schedule as their full-time colleagues on the basis of academic preparation and years of experience in a manner that bears the same relationship to placement of full-time instructors on the schedule.* **Resolution 20:**

...*Therefore, be it resolved that henceforth full-time faculty in a single community college shall be restricted to their full-time workload plus the lesser of 6 semester units, 9 quarter units, or a .4 load per semester of intersession. Such limitations would not supersede more stringent restrictions that already exist in locally bargained agreements.*

Access the CFT website through the CCAFF link to read complete language contained in each of these resolutions and others adopted by convention delegates.



Delegates Anne Battle and Bill Zeman awaiting convention speakers



2010 California Federation of Teacher Conference at the Wilshire Grand Hotel: CCAFF was represented by from left - Peter Nguyen, Monica Lee, Jeff Gordon, Anne Battle and Mark Wessel.

## BUDGET SOLUTIONS

COMMENTARY by Bill Zeman

Governor Arnold Schwarzenegger and the California legislature have already cut \$16 billion dollars out of the education budget for the state and now our leader is proposing another \$3.4 billion in cuts to our schools. This comes at a time when the rich have more wealth that at any other time in our nation's history except for 1929. The state of California still allows \$14 billion a year in tax loopholes for wealthy corporations and many of the very rich are residents of the state and have not had their taxes increased at all while these cuts have been put in place.

The cuts have already caused thousands of lay offs, increased class sizes, less student services, and less classes. Students simply cannot get the classes they need so many are being denied a higher education. The solutions are quite doable. Simply pass progressive taxes and use the money to refund education. \$5 billion a year could be generated by raising the highest state income tax bracket from 9% to 11%. Another \$5 billion a year could be gained by closing the business loop hole on Prop. 13. This \$10 billion alone combined with closing the loopholes for corporations would give us more than we need and it would not hurt anybody; only scratching wealthy individuals and large businesses that would still be quite rich.

This cannot be done because of the two-thirds voting requirement in Sacramento in order to raise taxes.

be done because of the two-thirds voting requirement in Sacramento in order to raise taxes. The 38% of the politicians that represent constituencies of the rich have effectively blocked every attempt. The sad truth about the two-thirds requirement is that it was passed by a voter initiative. The voters were deceived by moneyed people who use the corporate controlled media to propagandize against taxes of any kinds. Most people do not make the distinction between progressive taxes, which are good for the economy and do not hurt any person and regressive taxes that disproportionately effect the poor and middle class and hurt the economy. The politicians in government do. They have passed several regressive taxes like the sales tax increase since the crisis began.

As educators it is our job to understand this and disseminate this information to society. We have failed to do this and so we find ourselves with the situation in this state that a minority of politicians representing the rich can cut social services to the bone while not scratching the wealthy.

## AFFILIATIONS

Citrus College Adjunct Faculty Federation (CCAFF) maintains an affiliation with:

- The American Federation of Teachers (AFT)
- The California Federation of Teachers (CFT)
- AFL-CIO
- The California Labor Federation
- The Los Angeles County Federation of Labor