



# CAFF NEWS from the California Federation Convention in Oakland

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**What is the CFT?**

Our CAFF union is part of larger parent organizations that represent not only elementary and higher education but other larger organized labor groups such as the AFL-CIO. So the CAFF is a California Federation of Teachers (CFT) organization that is part of the American Federation of Teachers (AFT) that is part of the American Federation of Labor (AFL) and Commercial Industrial Labor (CIO). Wow!

Together this makes us strong and provides us with a lot of support that comes in many ways. Our campus meetings are attended by

our local AFT representatives like Peter Nguyen, a negotiations attorney, who guides and assists us as our staff member. He guides us in organizing our members, research and day to day advice as needed. The AFT also provides us with expert negotiation budget analyst (Patty Cox), labor attorney (Jeff Boxer), other negotiations attorney, local treasurer training and much more. Your dues allow us to pay for this expert assistance.

The CTF includes pre-K teachers to UC, private college faculty, non-credit instructors and classified

workers.

As a diverse group the CFT is amazingly strong locally, nationally and politically.

This year has been my privilege to attend the 66th annual CFT convention. It is a humbling and educational experience to be around so many Community College locals as ourselves. In attendance are 60 locals, 425 delegates and 115 visitors as well as the local television channels in Oakland.

It's an exciting place to be for information, intellectual exchange and support!

**WHAT IS PARITY?**

**Equal pay for equal work!** Colleges throughout the state have achieved 100% parity in that part timers earn as much pay as full timers. Currently part-timers earn 75% of full time pay. The 25% difference exists since full timers have additional non-teaching responsibilities as committee work that part timers do not have. Surprisingly, college after

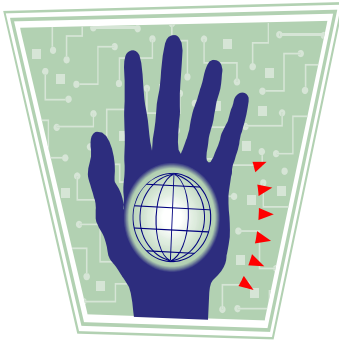
reported district negotiations success stories of colleges that have achieved part-time parity increases from 75-100%. Not surprisingly, college after college reported the expectation that part timers want to be involved in non-teaching related matters. They want to have a voice in helping their students in and out of the classroom! **Cont. page 4**



**WE DO THE WORK ... AND WE VOTE!**

**Oakland  
CFT CONVENTION THEME  
April 11-13, 2008**

Organization	Number of Members
CAFF	300
CFT	120,000
AFT	1.4 million
AFL-CIO	10.5 million



**Did you know you can apply for unemployment during a semester you are not working. Be sure to answer the EDD questionnaire honestly including that you have no contract assurance of returning to teach. Most of us do not have a contract like K-12 teachers. Adjuncts may be bumped and your class may not fill.**

## Part-timer Academic Freedom???

If you don't have rehire rights then academic freedom is worthless.

Several part-timer instances were recounted all over California. Adjuncts are afraid to complain, are afraid to give their students the grades they deserve and in general will not make waves in fear of not being asked back the following semester. The workshop was a forum for such examples from many community colleges.

One particular case was presented of a part-timer that

was harassed by her Dean to change 5 grades. She refused and when she was not asked to return found out that her Dean changed the F grades to W without her knowledge. The case was heard by the Academic Senate and an investigation was launched that revealed the wrongdoings of the Dean. The Dean was let go. The grades were changed back.

The part-timer survived a humiliating experience. She stood up for her academic integrity and principles. For

this she was not reinstated. Why? Part-timers are at-will employees!

Tenured faculty in attendance at the workshop spoke up and said that they see it as their obligation to help part-timers by speaking up in Academic Senate and make good policies.

Faculty want to find solutions to protecting our academic freedom and job security. This workshop provided valuable intellectual exchange!

## The CCAFF is on your side!

If you have an issue to discuss about how you have been treated on the Citrus College Campus please contact us. The Union is on your side and will listen and take the information further (only if you want us to). We are a collective bargaining unit of part-timer instructors, your colleagues, your friends.

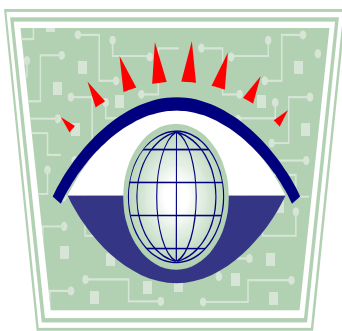
If you have praise about the

way you have been treated at Citrus College please let us know. We can tell your story (with your permission). Your information may help others.

I for one am pleased about how I have been treated in the Biology Department at Citrus. I have worked as a part-timer for over 8 years and I enjoy all my fellow full-timers. They are helpful

and supportive and are always willing to listen and adopt suggestions.

Campus meetings reveal many stories and we are interested in yours. We want to improve aspects of your working conditions and have a good working relationship with the Citrus District.



**Check out AFT.org**

**The freeway flier is less available to their students. Parity pay would allow us to be more visible and more available. We want to help our students and participate in their success.**

## CFT Sponsors Legislation

The CFT has 3 Sacramento Registered Lobbyists: Judith Michaels serving as the CFT Legislative Director specializing in higher education policy issues, Dolores Sanchez serving as CFT Legislative Representative specializing in retirement and classified issues and Jeff Freitas serving as CFT Legislative Representative spe-

cializing in K-12 issues.

For more information you can check [www.saccft.org](http://www.saccft.org) and register.

There are many bills supported and some actively being defeated by the CFT efforts. This takes time, money and patience.

What's new? Of particular interest to us is AB 1916

authored by Portantino and AB 591 sponsored by Dymally that allows community colleges to hire temporary part-time faculty to teach up to 67% of a FT load. The Dymally Bill is furthest along but both are being watched.

The CFT is sponsoring this one and we hope it passes!  
**Cont. p 3**

## Community College Faculty Legal Update Workshop

Jeff Boxer, AFT labor law attorney, held a workshop educating faculty of the some of the latest negotiation legal battles and rulings from PERB.

“PERB is the Public Employee Relations Board that governs over all faculty working in public education. The **Public Employment Relations Board** (PERB or Board) is a quasi-judicial administrative agency charged with administering the collective bargaining

statutes covering employees of California's public schools, colleges, and universities, employees of the State of California, employees of California local public agencies (cities, counties and special districts), trial court employees and supervisory employees of the Los Angeles County Metropolitan Transportation Authority.”

<http://www.perb.ca.gov/>

Our CCAFF has charged and filed unfair labor practice and lack of good faith bar-

gaining against Citrus College District with PERB.

Stay tuned for more information as we continue on our mediation path in early May.



*We did not become instructors to be rich.*

*We want to help our students succeed. We want to become part of the campus. We may be interested in becoming Full-time. We care about our students and look for ways to be more effective.*

*We did not become instructors to be poor.*

## Part-timer Recognition

Local Community College part-timers recognized member of their unit that made contributions to recent district negotiations.

Member after member stood up and was praised for endless hours of dedicated work to further the interest of their union. Story after story was presented of special people that stepped up to the plate as PT faculty presi-

dents, vice presidents, treasurers, secretaries and negotiation team members.

It was inspiring to hear stories of accomplishments and success stories of so many community college units that have found solutions to issues of lack of office hour pay, pay for part-timer office space, release time for committee work and much more.

Part-time unions were awarded for effective and witty communications to their membership as well as membership number increase.

Several new organized units were sworn in to CFT as they are every year so our numbers continue to rise.

We all want solutions!!!

Way to go California locals!!!

## CFT Sponsored Bills (cont. from p. 2)

Bill ACR91 proposed by Mendoza resolves that at least 75% percent of faculty members on each campus of every public institution of higher education will be tenured or tenure track. It also calls for all part-time and adjunct faculty to receive pay and benefits that are equal, on a pro rata basis, to those of tenured and tenure-

track faculty with comparable qualifications doing comparable work. This means more Full Time jobs! CFT is sponsoring this one and we hope it passes!

There are many more bills of interest to the community colleges including some having to do with retirement issues such as CalSTRS and Social Security.

I'm sure glad we have the CFT to watch these because the language discussed in these bills makes my head swim!

Mendoza is a California Legislator, former AFT member and teacher. He spoke from the heart in the last day of the convention and is dedicated to CFT issues for all it's members.

**CCAFF LOCAL 6352**  
→CFT  
→AFT  
→AFL-CIO



*Do you want to be allowed to share in campus improvements and governances for more pay?*

**Citrus College Adjunct Faculty Federation (CAFF)  
AFT Local 6352**

- **Bob Orso**, Interim President
- **Tom Gerfen**, Vice President
- **Denise Matsavinovs**, Secretary
- **Monica Lee**, Treasurer
- **Peter Nguyen**, CFT Staff
  
- **Cecil Brower**, Consult
- **Dan Tosney**, Consult

**Check out our website!**

**[www.caff.org](http://www.caff.org)**

**Thank you Tom Gerfen !**

**Tom also serves on the Presidential  
hiring committee and Academic  
Senate**

*Being involved in your  
Union looks good on the  
resume!!!!*



**That's all for now fellow part-timers!**

**Stay in touch and let us hear from you often. We need your input and your support.**

**Monica Lee  
CAFF Treasurer  
Local 6352  
P.O. Box 113  
Claremont, CA 91711**

**The CAFF is the collective bargaining unit for the part-timer at Citrus Community College. We are your union and we depend on people like you to help in many different ways. Please become involved and give as much time as you can.**

**Here are some of the ways you can become active in your union:**

- **Check out the websites**
- **Contact us with issues or praise about your department**
- **Offer your support**
- **Offer a little or a lot of your time**
- **Attend the membership meetings**
- **Tell us your story at Citrus**
- **Tell us what is important to you so that we may better represent you—rehire rights, pay, office hour pay, retirement, right to non-teaching release time, campus contribution, FT jobs, medical benefits.**

## **Parity (continued from page 1)**

So what makes us the same as the full timers (75%)?

- Teaching
- Teaching preparation
- Answering student questions and being responsive to students' academic/vocational/transfer needs
- Maintaining class records (rosters, class records and grades)

So what makes us different from full timers (25%)?

- Program and curriculum development, evaluation, review

and revision

- Selecting instructional materials
- Department meetings
- Accreditation work (SLO)
- Student advising/counseling
- Sabbatical leave
- Use of graders
- Computer lab supervision that counts as load (LHE)

Some colleges have Associate part timer status that along with the parity comes the additional responsibilities of full time faculty. They are also

part of a special pool that is guaranteed the full 60% part-time load for the year. These "elite" part-timers can even bump less senior part timers if their classes are dropped for any reason.

Wow! Can you imagine having a guarantee of rehire that is described and defined in a contract? I personally would love to have that security and not have to worry semester to semester where I will be teaching and how I can best balance my work load.

There may be less "freeway flyers" on the roads one day!