

CURRENT ISSUES NEW POSITIONS

by Mark Wessel

The CCAFF Executive Board has created an opportunity for union members to serve in the cause of union solidarity, become more involved in campus life and earn extra money in these hard times.

Part-time employees need an expanded presence on campus to effectively insure our own relevance. All too often we have been without representation in the governance process and been too willing to accept a marginalized role in campus affairs. In an effort to expand the presence and influence of part-timers, and enhance our value as active participants working in concert with full-timers and administrators toward an ever improving Citrus College, new positions within the union have been created.

The positions are for nine CCAFF Division Representatives and various campus committee representatives. Responsibilities include attending regular Division faculty meetings and submitting reports from these meetings at CCAFF Executive Board meetings on a bi-monthly basis. Possibilities for Representative positions on the following committees also exist: *CCAFF Communications, Academic Senate, Curriculum, Faculty/Staff Development, Steering*. There is a stipend of \$200 per semester.

Five union members have already applied and been appointed to various positions. Computer Lab Instructor, Cecil Brower will be representing part-time faculty in the business department. Bianca Lee in English and Linda Chan in Astronomy. Adrian Soldatenko, from the Physics department has been appointed to the Communications Committee and Biology Department Instructor, Ken Dery will be representing the union at Board of

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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.

Trustee meetings.

The Executive Board thanks these members for their willingness to become involved in their union and their college, and looks forward to their valuable participation.

Additional positions are available. Interested members are encouraged to contact any Board member to arrange an interview or ask questions regarding these positions.

California Elections

On June 24, the Majority Vote Budget measure qualified for the state ballot for November 2010 as Proposition 25.

California is one of just three states that require a two thirds Legislative supermajority to pass a budget. Under these circumstances, a small minority of legislators controls the state budget process, and ensures the continued decline of funding for public education and other

vital social services. Democracy is supposed to be simple majority rule (50% plus 1). We have lost democracy in our state budget process, with terrible effects for all of us. Proposition 25 will address that problem.

Each year the state budget is held hostage by the legislative minority until the majority, fearful of the impact on people's lives of withheld funding, is forced to eliminate a tax, or to create additional tax loopholes for special interests. In addition, items unrelated to the budget, but on the wish list of the minority, are inappropriately thrown into the process. Over the past several years these non-budgetary items have included:

- elimination of time and a half pay for working more than eight hours in a day;
- removing restrictions on contracting out public sector jobs so that employers could instead pay minimum wage without benefits for what had formerly been decent jobs; and
- elimination of lunch breaks for workers in the hospitality business
- Two years ago, one legislator held up the entire process until the majority agreed to place a measure on the state ballot in exchange for his budget vote!

Such actions result in the budget deadlocks we experience each year. California's credit rating has plunged to the lowest in the country, costing taxpayers more for the state to borrow money. As a result, the CFT, along with a number of allies, is proposing reform of this dysfunctional budget process. Under the Majority Vote Budget Act, the undemocratic Legislative two thirds vote on the state budget would become a simple majority, like it is in almost every other state. Democracy would be restored to our Legislative budget process. CFT also supports Prop 24, Jerry Brown (Governor), and Tom Torlakson (State Superintendent of Schools).

Reprinted from CFT web article

Welcome Back

On behalf of the CCAFF executive board, I would like to welcome you to fall semester. This is your union and as board members we are here to represent you. Please contact anyone of your union officers with any questions, comments or concerns. We also encourage involvement, without your support we can't fight for part-timer's equality. Its going to be a tough semester and we will need your help! The district continues to drag its feet in a nearly two year old contract negotiation. Let's all stand united and work together to bring a fair and just contract to part-timers at Citrus college.

In Unity,
Jeff Gordon
President CCAFF

NEGOTIATIONS UPDATE

by Peter Nguyen

The Citrus College Adjunct Faculty Federation ("CCAFF") has been bargaining with the District since the fall of 2008 on a successor agreement to the July 1, 2006 through December 31, 2008 contract. The key proposals made by the Union are as follows:

- *Change Article 6 (Assignment and Scheduling)* to reflect some form of adjunct re-hire and seniority rights.
- *Expand Article 9 (Leaves)* to provide more flexibility to adjunct faculty in the areas of personal, sick, and bereavement leave.
- *Modify Article 12 (Medical Benefits)* to make medical reimbursements easier to access and available to more faculty.
- *Enhance Article 14 (Non-Discrimination)* making it more difficult for the District to discriminate or condone harassment against adjuncts.
- *Include binding arbitration in Article 15 (Grievance)* so that disputes between adjunct faculty and the District could ultimately be resolved by a neutral party.
- *Create a better process for scheduling paid office hours by amending Article 11 (Office Hours).*
- *Propose a modest cost of living adjustment (COLA) through Article 10 (Salary).*

- *Develop a better evaluation process in Article 8 (Evaluations).*

- *Provide office space and release time, which are both standard at most community colleges, to the Union in Article 4 (Union Rights).*

Unfortunately, with the sole exception of the Evaluations Article, the District has refused to bargain in good faith on any of the aforementioned proposals. The fact of the matter is that CCAFF is simply trying to secure benefits and rights, all of which could be achieved at low-cost or no-cost, that are standard at most other community colleges.

After struggling for over one year to reach an agreement, impasse was declared in March of this year. During the ensuing mediation, the District continued to stonewall and refused to take the process seriously. With the failure of mediation, we have now begun the process of fact-finding which involves a hearing by a three-person panel at which both the CCAFF and District can present arguments, facts, and comparisons in support of their bargaining positions. The panel will then issue a report evaluating the parties' positions and recommending a resolution. Should fact-finding fail to yield a settlement, the District could impose terms of employment upon all adjunct faculty and the Union could engage in job actions up to and including a strike. Therefore, it is important for all faculty to become engaged and support the Union position during fact-finding.

Taxes are Bad Umkay?

COMMENTARY by Bill Zeman

You know Mr. Mackey from the cartoon South Park would say it that way right? We all know this is true, just ask Howard Jarvis and the other rich people that have been spending billions to inform us of this for the past 30 years. It has become conventional wisdom. No one distinguishes between the different types of taxes that can be easily broken down into two categories: progressive and regressive, (Progressive taxes being those that target the rich, regressive taxes being those that dis-

proportionately effect the poor). Why distinguish? All taxes are bad and the stinking tax and spend liberals are the next step to communism and concentration camps just like Hitler had.

We here at the CCAFF have finally seen the light. We repent of being on the raise the taxes bandwagon. We think the rich should have even more money! Never mind that they are doing better than ever. We don't care if the CEOs are making 400 times what the average worker does now. We know it only used to be 40 times what the average worker made in 1980, but the CEOs were underpaid then! We don't care that progressive taxes have been steadily cutting into the state of California since 1993, (http://www.cbp.org/pdfs/2009/0902_Californias_Tax_System.pdf go to page 11).

We agree with Meg Whitman who wants to save the schools by cutting 40,000 public employees from the payroll. We need more administrators that make over \$100,000 a year and fewer teachers. That will make our schools better and balance our budget and leave lots of money for more tax cuts for the rich! If we have to have more taxes, raise them on the poor and the middle class like the wise people in Sacramento did recently by raising the regressive sales tax. The poor don't pay their share, just ask LA Times editor George Skelton.

We vehemently disagree with our parent organization, the California Federation of Teachers, who are advocating for a number of tax increases on the wealthy. See their sinister plan here: <http://www.cft.org/index.php/current-issues/245-state-budget.html>. Don't they understand the simple logic of mindless people who just repeat the propaganda that has been fed to them? Just follow Mr. Mackey: Taxes are bad Umkay?

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