

## EQUITY V. EQUALITY

by Linda Chan

What does equality and equity mean for part-time faculty? Equality means that everyone starts from the same place. This is true when academics are hired. They are all expected to have the same academic preparation and to be able to perform the same job regardless of hiring status, but this is where it stops. There is no equity when it comes to pay, shared governance or respect. Equity means that everyone is given the tools and opportunities to end at the same place. Our students expect the same education and the same access to every faculty member. So why isn't every part-time faculty member given the same opportunity to have equity? Part of the explanation is in Title V of the Education Code - equal opportunity employment. An institution must give everyone an equal chance of being hired at its site. But that's where it ends. Currently colleges show no hiring preference toward a part time faculty member who has been loyal and has served that institution. Equity is about fairness but there is none when it comes to getting a full-time position.

How about pay? One definition of parity is functional equivalence. In this case "functional equivalence"

### CCAFF Executive Board

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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.

is a comparison of pay rates for part-time v. full-time employees is the consideration. The district gets to determine what parity is. They strip out those hours of non-classroom work from the full-time workload and then determine how much of that is parity to the part-time employee. Some districts are as low as 75% parity. That is hardly fair when the district gets the same amount of work from a part-time faculty member as a full-time faculty member but does not have to pay for it.

The easiest way to try and get parity is through the negotiation process.

Respect is another issue. There seems to be a culture of opinion among full-time faculty that somehow part-time faculty members are less than their colleagues. Many part-time faculty members have been teaching longer and sometimes have more education than their full-time counterparts but somehow did not get hired into their ranks or chose not to go full-time for other reasons. If an institution really wants shared governance then all voices should be heard including the part-time faculty.

To change the plight of the part-time world requires an investment of time and energy. That is, get involved with your union, the academic senate or institutional committees and governance. Change requires effort!

### Negotiation Season is Coming

*We are looking for input from you on what your interests are in the contract. We have salary, health care and assignments as priorities. However, we are interested in finding members to serve on the negotiating team and suggestions for contract improvements. Please contact us via e-mail or see us in CI-303.*

## Bill's Beef

### Can a Progressive Win the Presidency?

by Bill Zeman

Conventional wisdom says no. You hear it all the time from both sides of the political aisle. The polls have shown Bernie Sanders and Elizabeth Warner consistently beating Donald Trump every time. People forget that centrist democrats have consistently failed the people for the last 50 years and it has made voters so apathetic and disaffected that they voted for the disruption candidate. Obama's hope and change was too much more of the same, and Clinton was openly centrist. Hillary Clinton was strongly identified with both administrations and was just uninspiring enough to suppress turnout in a few key states, which allowed the excitement of a wildly different candidate to surge ahead.

Biden seems like a real sleeper. I can see a lot of people staying home again. A return to normal will not be enough. The people want real progressive change. The progressive policies consistently poll way ahead of 50%. Warren and Sanders each excite and impress everywhere they go. Get out the Vote Campaigns would be much easier for either of these candidates.

We have not had a pure experiment on whether or not a very progressive candidate can win since the 1970s. Remember, the turnout for Bernie was terribly suppressed because over 30 states have closed primaries, meaning only registered Democrats could vote. About 1/3 of the American public is so disaffected by both parties, that they are unaffiliated. Many progressively inclined people are in this category. Many states

made sure enthusiasm for a non-traditional Democrat could never materialize, by making it very hard to register as a Democrat for the primary. In New York, many Bernie supporters were devastated to learn that they had to register as a Democrat nine months before the primary in order to vote in it. I think it is fair to say that Bernie might have beat Hillary and Trump if all the Democratic primaries were open.

We need enthusiasm, not milk-toast moderation. With a moderate candidate, we are still likely to beat Trump and limp into the presidency, but not likely to regain the senate. This guarantees that the obstructionist Republicans can crush hope and change. A very progressive candidate will generate a lot of turnout and sport strong coat tails, dragging a lot of Democrats along with them. They will have a good chance of flipping the senate, (the map is in their favor this time) and take governorships and legislatures around the country. Doesn't that sound more fun?

## Benefits

by Anne Battle

Welcome Back to a new year and some opportunities to put your union membership to work for you. No matter what you are looking for, whether it be something personal, something for the home, additional educational opportunities or scholarships, or even travel and entertainment, there is something waiting for you at the click of a mouse.

The world of travel opens up to you with discounts on air fare, hotels, tours, etc. Southwest will provide AFT members with an 8% discount on Business Select, 6% discount on Anytime, and 3% on Wanna Get -

Away fares. Go Ahead tours offer discounts on tours to almost any place on the planet that you might want to visit. There are also discounts on the cost of a rental car or a hotel room.

Interested in personal improvement or want to take up a new language? AFT members are able to take advantage of a partnership with *Rosetta Stone* to learn a new language. There are also dental, health, and hearing programs available at member only rates. Even your animals can take advantage of health care insurance programs just for them.

Any students in your home? If you are interested in saving money on the cost of college tuition, AFT has partnered with Eastern Gateway Community College to offer free online Associate Degrees. Coupled with that, they provide the opportunity to apply for a Robert G. Porter Scholarship – a 4-year, \$8000 scholarship for dependents of AFT members. If you'd like to continue your own education, there is also a one-time \$1000 scholarship opportunity for AFT members.

Legal issues? Had a problem with identity theft? There's a program for that! Maybe all you need is a little legal advice. With your membership comes a free 30-minute consultation with a lawyer.

Discounts on major appliances or even simply discounted movie tickets can help relieve the strain on your wallet. All these and more are available if you visit [aft.org/benefits](http://aft.org/benefits), or look into union plus, where there are bargains to be had for the AFT member who explores his or her options.

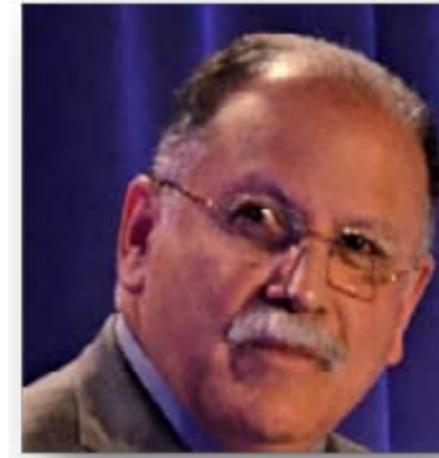
## Back to School Night

by Linda Chan

This year's back to school night was very successful. Our union, CCAFF, gained 6 new members! CCAFF welcomed CFT President Jeff Freitas, who talked about CFT's strategic plan. There are 4 components to the strategic plan: 1) to generate more revenue for education across the board from pre-kindergarten to university, 2) stop the privatization and corporatization of education which includes opposing the online college, 3) improve equity in higher education not only for students so that they have equal access but also for faculty particularly part time faculty to gain parity and 4) racial justice. One of the considerations of generating more revenue for education is the 'Schools and Communities First' initiative. The initiative is designed to generate more revenue in the Governor's budget so that we can fund our schools which includes parity for our part time instructors, have paid office hours and hopefully, fund health insurance. The initiative is not yet on the ballot and we need to collect signatures and this is where you can be of service. You can help by signing a petition for the initiative and spreading the word.



Jeff Freitas CFT President



Jose Medina, State Assemblymember

## AB 897 Where is it?

by Linda Chan

AB 897 is the bill that would change the maximum a part time instructor can teach from 67% to 85%. The bill was put on *suspense* temporarily and is now become a two-year bill. So, what's holding it up? One of the other unions is asking questions about fixing all the problems of part-time employment. There seems to be some confusion that this is not a "fix-all" bill and so we're trying to clarify that it is designed only to remove the maximum of 67% to 85%. The author of the bill, Assemblymember Jose Medina, is working diligently so to get this bill passed. Assemblymember Jose Medina was once an adjunct instructor in Riverside and understands our issues.

## On Campus Homelessness

by Mark Wessel

Assemblyman Marc Berman, D-Palo Alto, placed a bill before the legislature, AB 302, that was written to address the California homelessness crisis and its impact on Community College students. According to a survey of 40,000 students at fifty seven community colleges across the seventy two districts in California, 19% of students experience homelessness. (How many more cases are likely going unreported?) It should be obvious that such circumstances present a burden to these students that severely complicates their ability to achieve their educational goals. And how likely is it that educators are capable of meeting theirs with this population, recognizing the tremendous hurdles erected by the problems associated with such instability? Berman says in his purpose statement:

The harsh reality is that students are already sleeping in their vehicles. When we do not provide a safe place for students to sleep, we force them into the shadows where they are most vulnerable. The long term solution is to build more housing, but while we work to make that a reality, AB 302 is a step that we can take now to ensure that homeless students have a safe place to sleep at night.

AB 302 originally would have mandated California community colleges to allow students in good standing to use their parking lots overnight beginning in 2020 with access to bathroom facilities that are in reasonable proximity to the parking area. A summary by the Assem-

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**Student Parking Lot 8, off Barranca Ave., could be designated for homeless student overnight parking. Students could pick up their permits from Campus Safety for the night then drive to SP 8, where they would be close to shower and restroom facilities in PE building.**

bly Committee on Appropriations, chaired by Lorena Gonzalez states: *This bill requires any California community college (CCC) campuses with parking facilities on campus facilities, by July 1, 2020, to allow any homeless student who is enrolled in coursework, has paid any enrollment fees that have not been waived and is in good standing to park overnight in the campus's parking facility. The bill requires the governing board of each community college district to determine a plan of action to implement this requirement. The plan is to establish how campuses will monitor facilities at night, provide accessible bathroom facilities, waive parking fees, provide forms and liability*

## 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

*waivers, and designate parking rules eligible students must follow.*

There will obviously be a cost to California taxpayers in implementing such a law. The fiscal effect as summarized by the Appropriations Committee follows:

*Significant Proposition 98 General Fund cost pressures, potentially in the tens of millions of dollars annually, to CCCs. Costs per campus would vary, based on existing infrastructure, salary schedules and student populations. If costs were \$150,000 for each of the state's 72 community college districts, costs would be about \$11 million. If costs were \$500,000 for each of the state's 72 community college districts, costs would be about \$36 million. Costs would include (a) security and maintenance at parking lots, (b) maintenance of restrooms (to the extent campuses already grants access to showers for homeless student use, as required by current law, costs could be lower), (c) administrative costs associated with issuance and verification of overnight parking permits, state mandate reporting and planning and (d) potential liability costs associated with any crime,*

*theft or medical emergency. The state would need to reimburse these costs to CCC, if the Commission on State Mandates determines the bill's requirements to be a reimbursable state mandate.*

Rules governing eligibility and use of overnight parking are spelled out explicitly in Section 2 of the proposed legislation. They would prevent the use of the facilities from both abuse and use by unauthorized individuals. Increases to the annual budget due to costs associated with implementation of the program would be reimbursed by the state, so objections to implementation on the basis of unsustainable local budgetary concerns are not warranted.

Roll out of this program as soon as possible is necessary as a short term solution to the needs of students in dire need of whatever assistance can be provided them. The facilities already exist and ought to be made available.

Berman's bill as written was an expedient solution to an immediate need. But he pulled the bill after top democratic lawmakers began adding amendments he thought seriously weakened it, intending to reintroduce it again in the coming year.

Amendments included an effective date of July 1, 2021 and would not apply to any campus "providing one or more of three specified types of homeless student housing services." Additionally the bill would not apply to any campus within 250 feet of an elementary school.

Berman said: "Homeless students are not pedophiles that need to be kept away from children. They are men and women — many of them barely adults themselves — who are trying to improve their lives by obtaining a better education. They should be celebrated, not stigmatized."