

2016



CFT
Communications Awards

AWARD WINNERS

Prepared March 15, 2016

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cft.org/get-involved/communications-awards.

California Federation
of Teachers

AFT, AFL-CIO

A Union of Professionals



Blasting the Broad-Walmart attack

Educators, parents, and students fight billionaires' plan to dismantle public education in L.A.

Eli Broad was put on notice at the opening of his new museum on September 20 that the Los Angeles education community was not going to stay silent on his radical plan to move 50% of our LAUSD students into unregulated charter schools that don't play by the same rules as other schools.

Outside the museum, a crowd of more than 700 people, wearing red and carrying signs, paraded back and forth, chanting, "You want art for the masses? Then fund more classes!"

The high-profile protest, which captured media attention intended for the museum opening, was the first in a series of actions that will roll out as educators, parents, students, and community members organize against the scheme.

Broad's 44-page plan—disingenuously labeled "Great Public Schools Now"—was leaked to the press last month (read it at utlbuildthefuture.org). The confidential draft confirmed the scope of the scheme: Broad intends to lead a campaign to raise nearly half a billion dollars to open enough unregulated charter schools to enroll half of our LAUSD students over the next eight years. Among the plan's allies are the ultra-conservative Walkons of Walmart, who are stridently anti-union and have long supported the growth of unregulated charters across the country.

Broad was one of the early members of what has been called "The Billionaire Boys Club," which has had a major impact on public policy by pouring hundreds of millions of dollars into "transforming" K-12 urban education by training administrators and supporting unregulated charter schools, merit pay, and other market-based schemes.



More than 700 educators, parents, students, and community members march outside the new Broad Museum on September 20 to protest the billionaire's plan to destabilize LAUSD schools.

Broad and his allies funded a plan to greatly expand unregulated schools in New Orleans after Hurricane Katrina, where the school district was turned into an unregulated "all-charter" zone. Broad's "reform" there has resulted in massive inequities and civil rights violations for

students, as segregation has been reinforced and special education students have been left behind.

A parent and activist from New Orleans, Karran Harper Royal, who has lived with the Broad privatization model, shared her experiences at the Broad Museum rally.

"When they tell you that this is about giving parents choices, what this does is take away our choices and puts the choices into the hands of those who want to profit off public education," she said.

In LAUSD, the loss of 50% of students
(continued on page 5)

Best News Writing

FIRST

United Teachers Los Angeles

Blasting the Broad-Walmart attack

By Kim Turner, Communications Specialist

Judges' comments: Exposes the man behind the curtain — Eli Broad. Clearly delineates the motivation for privatizing schools. Excellent use of quotations especially from parents in the district.

SECOND

San Mateo Community College Federation of Teachers

"Warning of Attacks on Public Education and Teachers' Unions"

By Katharine Harer, Co Vice President and SCIO Lead Organizer

THIRD

United Educators of San Francisco

"AFT-Sponsored Pro-Social PD a Success"

By Matthew Hardy, Communications Director

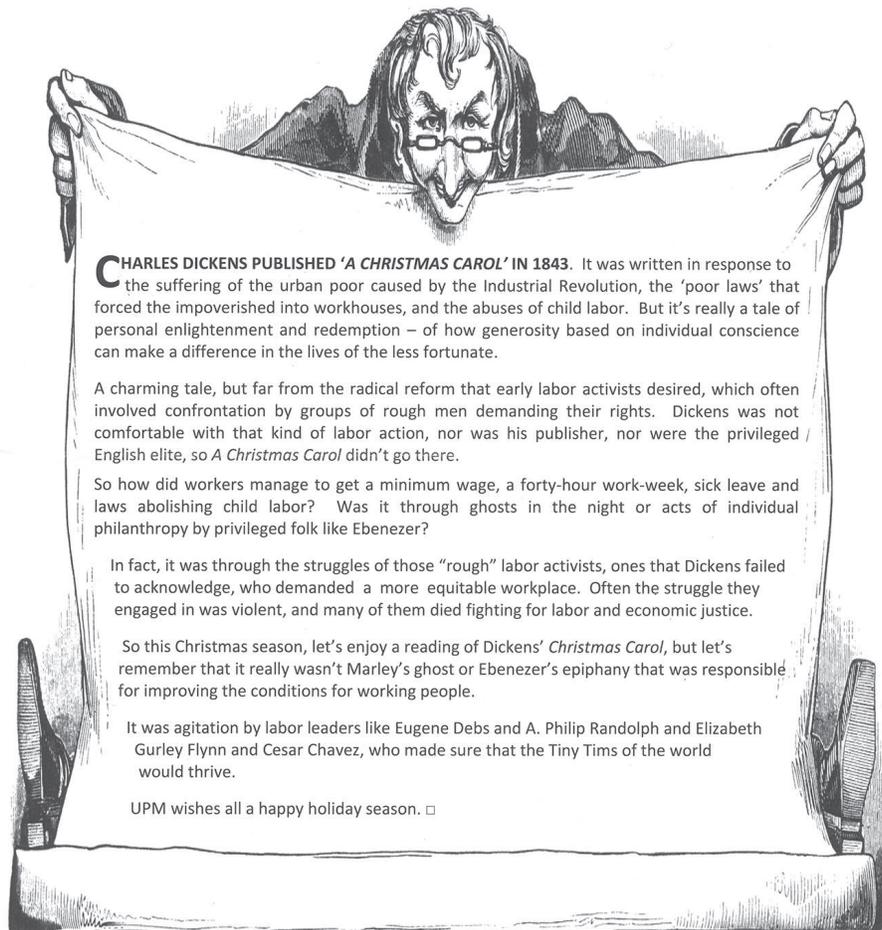
HONORABLE MENTION

AFT College Staff Guild, Los Angeles

"All In To Win"

By Velma J. Butler, President; Dorothy Bates, First Vice President; Sandra Lepore, Executive Director; Steve Weingarten, Communications

EDITORIAL



CHARLES DICKENS PUBLISHED 'A CHRISTMAS CAROL' IN 1843. It was written in response to the suffering of the urban poor caused by the Industrial Revolution, the 'poor laws' that forced the impoverished into workhouses, and the abuses of child labor. But it's really a tale of personal enlightenment and redemption – of how generosity based on individual conscience can make a difference in the lives of the less fortunate.

A charming tale, but far from the radical reform that early labor activists desired, which often involved confrontation by groups of rough men demanding their rights. Dickens was not comfortable with that kind of labor action, nor was his publisher, nor were the privileged English elite, so *A Christmas Carol* didn't go there.

So how did workers manage to get a minimum wage, a forty-hour work-week, sick leave and laws abolishing child labor? Was it through ghosts in the night or acts of individual philanthropy by privileged folk like Ebenezer?

In fact, it was through the struggles of those "rough" labor activists, ones that Dickens failed to acknowledge, who demanded a more equitable workplace. Often the struggle they engaged in was violent, and many of them died fighting for labor and economic justice.

So this Christmas season, let's enjoy a reading of Dickens' *Christmas Carol*, but let's remember that it really wasn't Marley's ghost or Ebenezer's epiphany that was responsible for improving the conditions for working people.

It was agitation by labor leaders like Eugene Debs and A. Philip Randolph and Elizabeth Gurley Flynn and Cesar Chavez, who made sure that the Tiny Tims of the world would thrive.

UPM wishes all a happy holiday season. □

Best Editorial or Column

FIRST

United Professors of Marin

"A Christmas Carol"

By Arthur Lutz, Editor

Judges' comments: A wry, tongue-and-cheek new twist on income inequality and how to address it. Lovely little piece for a holiday issue — a literary labor history lesson in 300 words with unifying graphic presentation. One judge said, "It more than met our great expectations."

SECOND

San Jose/Evergreen Federation of Teachers

"Prez Sez – A Sad New Reality in Education"

By David Yancey, President

THIRD

Part Time Faculty Association of Allan Hancock

"New Contract at Hancock College a Sign that Unions are on the Rise"

By Mark James Miller, President

HONORABLE MENTION

United Educators of San Francisco

"With Listening Tour Now Complete, Time for Action!"

By Lita Blanc, President



Adjunct Junction (March 2015)

Adjunct Junction: Voices of Adjuncts by Julie Gamberg Guild Second Vice President-Adjunct Faculty Representative



Editors' Note: In recognition of National Adjunct Walkout Day this past February 25, the GCC Guild chose to solicit personal stories by GCC adjunct faculty about the impact of adjunct wages and working conditions. What follows are the voices of individual adjunct faculty members sharing their personal experience and concerns about their work as adjuncts. While Chaparral did not investigate the claims made by these writers, we did have follow-up phone conversations and made further inquiries about most of these stories. And, while we cannot confirm the veracity of individual claims, we did choose to print only those claims that were echoed by many faculty members' letters or phone calls. Finally, Chaparral also received fond and funny stories of adjunct experiences, which we plan to publish in the next issue. Thank you to all of the contributors, and thank you to our readership for hearing these stories.

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*We have many more adjunct faculty members than full-time faculty members. Yet according to the Senate rules, adjuncts have no voting rights for choosing their chair... Some of our instructors last a very long time. One is going on 40 years of service at GCC! Where is the democracy in the decision-making?*  
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~~~~~  
*I created a new course outline and was never paid for my work. I also was never offered my own class! I feel like if I complain, I risk getting cut down to one class. Honestly, it's incredibly exploitative.*  
~~~~~

~~~~~  
*The health care situation is a disaster for those who really need it. Some people are paying more than they earn!*  
~~~~~

~~~~~  
*I developed a new course which was cancelled before I could teach it. It is now being taught by a full-time faculty member and there is no indication that I will ever be offered this course.*  
~~~~~

~~~~~  
*My first paycheck for the last 6 semesters has been late for some reason or another. This time I'm told there's an issue with the system (PeopleSoft/Oracle). Apparently no one cares that my rent is due on the first of the month.*  
~~~~~

~~~~~  
*I have worked in my car, school cafeterias, empty classrooms, and for a few years in faculty bathroom space at one college.*  
~~~~~

~~~~~  
*What bothers me is the lack of job security. Even those who have been here for decades are not immune from being laid off for reasons that have nothing to do with the quality of their*

~~~~~  
I am grading and prepping all day, everyday, when I'm not teaching. I maintain two different website platforms and keep track of two different systems at two different schools. I make a very low hourly wage when all of my time is factored in. In my time being an adjunct instructor, I have had to enter classes at the last minute without sufficient preparation and without teaching my own syllabus. When it goes badly, sometimes I just can't make up for the mess I am put in, and I suddenly find that I am harried and not teaching as well as usual. My students sense it and the semester goes badly. I spend a lot of time helping when I can, especially those with disabilities (my own child has a disability) and was even voted for an award by my students. Even so, time is sometimes limited due to commuting and lack of adequate pay for conference time (I teach writing, and tutoring writing is very time consuming).
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~~~~~  
I have been teaching at GCC for nearly ten years. I split my time between GCC and one other school. The worst days are when I have to be on both campuses on the same day. The good thing about being an adjunct faculty member is that I am not required to do as much work on program review and SLO stuff as full-time faculty; that aspect is nice. But there is always an uncertainty semester to semester in terms of what classes I will get, and also are my classes going to conflict between my two schools in terms of what time they're offered. The unpredictability is difficult. Often, during the semester, I'm working as many hours as a full-time faculty member, but getting paid \$30,000 per year in total, maybe \$40,000 in a busy year. But I do enjoy working with students very much. The other challenge of being an adjunct is not having an office. I have my home office, but when I leave for the day, I have to make sure I don't forget what I need for the day, and make sure to deal with photocopies for different campuses, etc. I would like to have one place to be settled, and to keep all of my teaching materials. I do really appreciate that on both campuses where I teach, they allow adjuncts to do a lot of training, including some paid trainings. And I also appreciate that, at least here at GCC, I get the sense that my division chair knows me really well, I know our division assistant really well, a lot of the full-timers know me and like me, so I do feel I have support on campus.
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~~~~~  
I taught at Glendale College for more than a decade and was very involved with my division, with my students' success, and with campus life. I always held office hours, even when I wasn't being paid for them. I took students on trips and to special events, I served on committees, designed courses, helped write campus reports, and constantly strove to improve my pedagogical skills. My student evaluations ranged from not-as-strong-as-I-would-have-liked to absolutely excellent. I always "met" expectations and although I was concerned that I hadn't "exceeded" expectations, I was told by more than one division chair that departments purposely tried not to give out "exceeds" expectations because of the implications for rehire rights. I was vaguely aware that I didn't have actual job security, but because I was consistently given the maximum number of classes per semester, always got such great personal feedback from my students and colleagues, was so involved in campus life and so

Best Feature Writing

FIRST

Glendale College Guild

Adjunct Junction: Voices of Adjuncts

By Julie Gamberg, Guild Second Vice President-Adjunct Faculty Representative

Judges' comments: Great job of collecting quotations and weaving them together in this alternative feature treatment that skillfully pulls together oral history in the Studs Terkel tradition. Quotations build upon one other in a powerful way and help tell the story in the members' own words.

SECOND

United Teachers Los Angeles

"The Parent-Community Connection"

By Kim Turner, Communications Specialist

THIRD

San Mateo Community College Federation of Teachers

"Student Success: By Any Means Necessary?"

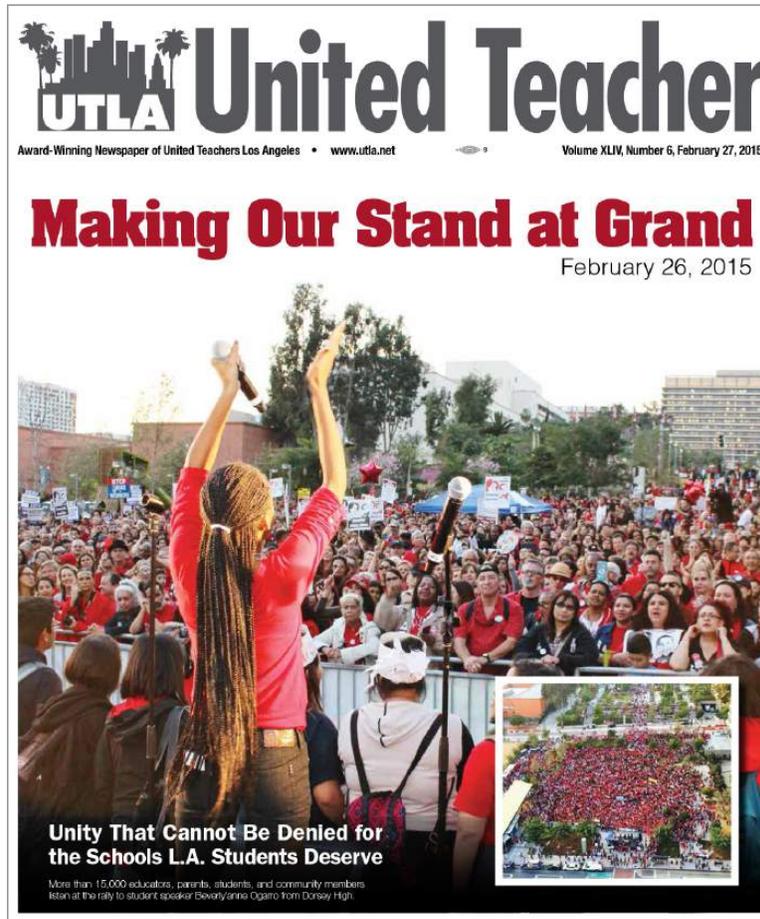
By Merle Cutler, CSM Professor of English

HONORABLE MENTION

United Professors of Marin

"Thanksgiving – A Day of Thanks – But For Whom?"

By Arthur Lutz, Editor



Best Original Art or Photograph

FIRST

United Teachers Los Angeles

"Making a Stand on Grand"

By Kim Turner, Communications Specialist

Judges' comments: Compelling image that communicates power. Good use of inset to show impact and size of the rally. Non-standard composition makes effective use of a person's back and underscores the diversity in UTLA.

SECOND

Citrus College Adjunct Faculty Federation

"Student Debt" digital illustration

By Mark Wessel

THIRD

San Francisco Community College District Federation of Teachers

"Are You Dating a Narcissist?"

By Nancy Husari, ESL instructor and cartoonist

HONORABLE MENTION (TIE)

AFT College Staff Guild-Los Angeles

"Holiday 5k Run for Shoes That Fit Campaign"

By Velma J. Butler, President; Leilani Piernas, E-Board Delegate; Margaret Duncan, Classified Member; Luz Nunez, Classified Member; Milagros Castillo, E-Board Chapter Chair

San Mateo Community College Federation of Teachers

"Part Time Medical Stipend: Sign Up Now!"

By Michelle Kern, CSM Part Timer Representative and SCIO Organizer



Best Use of Graphics

FIRST

San Francisco Community College District Federation of Teachers

"The Epic Battle Continues"

By Alisa Messer, Political Director

Judges' comments: Professional, clear, and attractive with a great color palette. A creative way to report the long battle if you don't have time to read in-depth articles. One judge said, "It's a timeline that saves time."

SECOND

United Teachers Los Angeles

"Build the Future, Fund the Fight" campaign

By Carolina Barreiro, Communications Specialist

THIRD

San Jose/Evergreen Federation of Teachers

"In Memory of Kieron Connolly and Paul Humann"

By David Yancey, President



DODO—Raphus Cucullatus

DON'T LET OUR UNION BECOME A DYING BREED

JOIN UPM AND GET INVOLVED

UPM MEMBERSHIP APPLICATION

I hereby apply for membership in the United Professors of Marin, AFT Local 1610

Name: _____ SS#: _____

Address: _____ City: _____ Zip: _____

Date: _____ Email: _____

Home Phone: _____ Campus Ext: _____

Check the appropriate category:

- I am a permanent credit or non-credit employee or leave replacement
- I am a temporary credit or non-credit employee on the semester system
- I am a Community Education instructor

Return to the UPM mailbox or to the UPM Office.

And please make sure you have completed the UPM payroll deduction option, in Human Resources.

Please Note: Unless you have filled out the above UPM Membership Application, you are only paying a representation fee and you are not entitled to UPM's full membership benefits.

Best Flyer or Poster: Fewer than 500 members

FIRST

United Professors of Marin

UPM recruitment flyer

By Arthur Lutz, Newsletter Editor

Judges' comments: How many times do you see a dodo on a flyer? It's attention-grabbing and has a whiff of intellectualism with the bird's scientific name. One judge said, "Don't be a dodo — join the union."

SECOND

ABC Federation of Teachers-Retired

"Now It's Your Time to Celebrate the Rewards of Retirement"

By Dennis Cox, President

PART-TIMER MEDICAL STIPEND Sign Up Now

HAVE YOU HEARD ABOUT THE PART TIME MEDICAL STIPEND?

NO

STIPEND AMOUNT HAS INCREASED FROM \$600 PER SEMESTER TO \$1000

GREAT

YES

LIKE IT?

NO

80% OF PREVIOUS MEDICAL STIPEND USERS REPORT THIS PROGRAM HAS NOT MET THEIR MEDICAL NEEDS

WOULD YOU SIGN UP FOR NEW INCREASED AMOUNT IF ELIGIBLE?

YES

AFT 1493

- ✓ When surveyed last year, 47% of P/Ters who answered the survey said they were not using the SMCCCD medical stipend program because they were not aware of its existence.
- ✓ Your union gained an increase from \$600 to \$1000 per semester, in a pilot program to run through the end of our current contract. If you need help with your application, we can assist you. Please apply!
- ✓ AFT 1493 is hoping to expand the use of this program to demonstrate that there is need for better medical benefits for SMCCCD part-timers.
- ✓ To qualify, you must be at 40% load or over. HR will send out applications via email before the end of each semester. Please see instructions for more details on what you need to apply.

Best Flyer or Poster: More than 500 members

FIRST

San Mateo Community College Federation of Teachers

"Part Time Medical Stipend: Sign up Now!"

By Michelle Kern, CSM Part-Timer Rep and SCIO Organizer

Judges' comments: Nice visual way to communicate an important issue with excellent send-up of a flow chart and a faculty member's original illustration. One judge said, "It really grabs me."

SECOND

Coast Federation of Classified Employees

"Holiday Party flyer"

By Katherine Reedy, Executive Director

THIRD

San Jose/Evergreen Federation of Teachers

"Celebration of the Life of Kieron Connolly"

By Patti Berg, Office Manager

HONORABLE MENTION

Los Angeles College Faculty Guild

"In Our Best Interest"

By Tina Ramlall Epherson, Communications Coordinator

ABCDE Early Childhood Federation
FGHIJKLMNOPQRS
TUVWXYZ Local 1475
"Making A Difference Every Day"

A PUBLICATION OF PACE UNION BOARD

June 15, 2015

A message from the PACE union Board

Hello PACE coworkers,

This school year is now coming to an end. It has been a very difficult and the most challenging year to say the least. In spite of all our challenges at PACE this year, our union has had one great year. Our membership is at its highest. We as a board have been very vocal in making sure that your concerns are being heard at the joint labor management meeting. In hope that you are well informed of what is happening at PACE we have conducted home visits, regular membership meetings and our newsletter. This year our mission was to inform and inspired you to help us work in a less stressful and more empowering workplace, to hear what is happening and how we together can make changes in our agency. We must continue to encourage more staff to join us, to strengthen our union and become one great sisterhood and brotherhood of empowered union members. Remember that united we stand and divided we fall. Let's make next school year a greater year.



Sonia Rodriguez

Have a great summer.

Double Session Grievance

After many unsuccessful attempts to negotiate the increase of salary for staff that worked in traditional session last school year and were moved to work in double session this year 2014-2015, our Union had no other choice but to file a grievance against PACE. The grievance was submitted at the Joint Labor Management meeting on March 27, 2015; the grievance was well accepted and after our organizer, Diana Fraire, explained to Administration the possible way to fix the problem with the salaries according with LACOE wage scale; PACE agreed to review the salaries of every single staff affected with the change to Double Session. Our Union wants to recognize that if it wasn't because all the support and trust from staff, it would have been difficult to win this battle. We would like to emphasize that if we maintain this unity, we could continue winning more fights. This has been a great triumph!! Don't think it over and join us today. We would like to see you fighting next to us and be part of our Union success.



JLM updates

For the past few months we have been meeting with management. Regarding different topics;



1. Job description for the 2015-2016 school year
2. Lays off for 2015-2016 school year
3. Work Share forms
4. Breaks given in a timely manner
5. Each individual responsibility in reading their checks to make sure they receive appropriate income.
5. Double session grievance
6. Parking at RS
7. Teachers taking work home!!
9. Force group for P&P on paper work
10. FDA (furlough)
11. Tremendous paper work done

Some of these topics have been resolved. Some are still pending.

Best Single-Page Newsletter: Fewer than 500 members

FIRST

Early Childhood Federation

Making a difference every day

By PACE Board Members: Mary Pimentel, Chair; Gloria Garcia, Vice President; Sonia Rodriguez, Parliamentarian; Marie Castillo, Secretary; Monica Guerrero, Board Member; Diana Fraire, Organizer

Judges' comments: Visually appealing banner that uses the letters of the alphabet. Provides a sense of unity and connects workers scattered in far flung places. The judges say, "Keep the newsletter going!"



IN STRENGTH & UNITY

COLLEGE STAFF GUILD
AMERICAN FEDERATION OF TEACHERS LOCAL 1521A

On the Web at WWW.LOCAL1521A.ORG

January/February 2015

Volume 9 Issue 1

Hot Off The Press

STAFF GUILD HIGHLIGHTS

VOTE! VOTE! VOTE!

- **Spotlight on Politics:** Don't forget! March 3, 2015 is the Board of Trustees election. The stakes are high as this is the final and only election. No run-off. The candidate with the most votes wins. Again, here is a list of the candidates we have endorsed:

Seat 1 – **Andra Hoffman**, Community College Professor – AFT Faculty member at Glendale Community College and headed their job placement center. She advocated for community college in the legislature and is a strong supporter of classified employees.

Seat 3 – **Sydney Kamlager**, Education Policy Advisor – Sydney has deep roots in activism and public service. As the education advisor to Senator Holly Mitchell, Kamlager has promoted positive legislation for classified staff.

Seat 5 – **Scott Svonkin**, Community College Trustee, Incumbent – Currently Board of Trustees President.

Seat 7 – **Mike Fong**, Educator/Job Trainer – A veteran grassroots activist, Fong has mobilized voters in minority communities for many candidates and ballot measures.

- **CFT Convention 2015:** The Staff Guild onsite election was held on Thursday, January 15, 2015. Local 1521A elected delegates to attend the CFT convention being held March 20th to 22nd at the Manhattan Beach Marriott.

Best Single-Page Newsletter: More than 500 members

FIRST

AFT College Staff Guild

Hot Off the Press

By Velma J. Butler, President; Dorothy Bates, First Vice President; Sandra Lepore, Executive Secretary; Steve Weinarten, Communications

Judges' comments: Succint helpful information.

A little bit of information on numerous topics – a quick digestible read for busy college staff.

ONLINE - [HTTP://WWW.UCAFT.ORG](http://www.ucaft.org)

Celebrating the One Year Anniversary of our First Labor-Management Meeting

When the Library's Strategic Plan draft was released on February 7, 2014, we demanded the right to negotiate its implementation, since the plan clearly indicated possible changes in our terms of employment and working conditions.

The University Librarian and UCLD Labor Relations were eager to have open discussions with union representatives. Thus, our first Labor-Management Meeting was held on May 22, 2014. During the meeting, we discussed how the plan could affect our work roles and workload. We spoke about the alarming trend of hiring staff outside of the librarian series. We asked for clarification of terms and phrases within the Strategic Plan. Most importantly, we established what would be a continuing dialogue between union librarians and the University Librarian.

Anniversary, Continued Page 4

<p>From the MOU Article 3, Section A</p> <p>THERE SHALL BE reasonable flexibility and reasonable individual discretion for librarians in the use of University time so that they may function as academic appointees of the University of California. Choice of other activities such as study, writing, research, public service, and requests to attend workshops, institutes, and conferences, as well as the choice of professional organizations in which to be active, are left to the discretion of the individual librarian.</p>		<p>Contents</p> <p>White Noise, Page 2 Thinking Points, Page 3 Calendar & Notices, Page 4</p> <p>Information</p> <p>The Raven is an occasional newsletter conceived.</p>
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Shop Notes from the Grievance Steward

UC-AFT Local 1966 Executive Board Meetings

The local E-Board met Wednesday, May 20 at the Getaway Café. Grievance Steward and Chief Negotiator Harder gave a report on current bargaining efforts, which include clarifying the article on layoffs. The next is 28-29 in Oakland.

We confirmed the recent e-board elections: up for election were the offices of President, Grievance Steward, and Eria Martensdotter, both lecturers for the University Writing Program, were elected Grievance Steward and humble narrator was elected President of our local union chapter. All officers were elected by acclamation of the body on July 1st.

The e-board also discussed the expiration of the current Unit 18 contract, which will happen June 1st. We have and librarians, called "A Union Gathering: Making Plans for the Future Contract," to be held at the SubStc Complex this coming Monday, June 1st, from 12-2pm. Please plan to come by for solidarity & sandwiches! We discussed several other upcoming events of importance to our union, which you can find in the Calendar of Events.

SUPPORT EQUALITY!
[HTTP://WWW.MARRIAGEEQUALITY.ORG/](http://www.marriageequality.org/)

Victory for Union Archivists!

Our local union leadership, along with statewide union leader Axel Borg (UC Davis Librarian and UC-AFT VP for Legislation), worked diligently for the past year to correct an error in classification of archivist positions in the Special Collections & University Archives department. Despite the fact that our archivists were doing work that fell under the scope of Article 4A of the MOU, they were classified under the Curator payroll title.

On June 1, 2015, Axel Borg, Rhonda Neugebauer, Carla Arbagey, and Ma Menon met with University Librarian Steven Mandeville-Gamble and Labor Relations officer Jake Hurley to finalize an agreement on this classification issue. In a great win for our union, the management agreed that these archivists should be moved into the Librarian series!

Archivists, continued page 6

<p>From the MOU Article 15 Section A</p> <p>Career and potential career librarians appointed at 50% or more of full time, who are residents of the State of California, and who meet the admission requirements of the University, are eligible for a two-thirds reduction of both the University Student Services Fee and the University Tuition, for up to nine units or three regular session University Courses per quarter.</p>		<p>Contents</p> <p>Workshop, 2 Professionalism, 3 Stress Info, 4 Calendar, 5 Meet 6</p> <p>Information</p> <p>The Raven is an occasional newsletter conceived, written, and compiled by Carla Arbagey, Librarian's Grievance Steward, UC-AFT Local 1966 President, and Librarian's Bargaining Team Member.</p> <p>If you would like to contribute in any way, please e-mail Carla at carbagey@ucaft.org</p>
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Shop Notes from the Grievance Steward, or, What I did During My Summer Vacation

My summer has been filled with union events, activities, and meetings. I have done a lot and learned a lot this summer. Here are some notes about what I've been up to.

May: I attended a bargaining session for the lecturers in Oakland. This proved to be a great opportunity to learn more about the bargaining process and about the issues lecturers at UC are facing.

June: I went to "Union Summer School," which was a week-long training program for union treasurers, held at Cal Poly Pomona and hosted by the California Federation of Teachers. My hope is that I can eventually fill the role of UC-AFT Secretary-Treasurer when UCLA Librarian Miki Gorat retires.

Shop Notes, continued page 2

Best Four-Page Newsletter: Fewer than 500 members

FIRST

UC-AFT Riverside

The Raven

By Carla Arbagey, President

Judges comments: A constantly evolving creative effort in a literary style that provides substance for librarians. Well-researched and contemporary – a new take on a union newsletter. The local is having fun with the medium and it really makes you want to check out the next issue.

SECOND

Citrus College Adjunct Faculty Federation

Local Update

By Mark Wessel, Editor



B.U.M. BULLETIN

A publication for all bargaining unit members of the
Coast Federation of Classified Employees, AFT Local 4794

CALENDAR

**Coast Community College District
Board of Trustees Meeting**
District Office, Board Room
1370 Adams Ave., Costa Mesa
Wednesday, September 16, 2015
6:00 PM

**Coast Federation of Classified Employees
Executive Council Meeting**
District Office
1370 Adams Ave., Costa Mesa
Friday, September 18, 2015
8:30 AM – 11:00 AM

**Orange County Labor Federation
Monthly Delegates Meeting**
UFCW 324
8530 Stanton Ave., Buena Park
Thursday, September 24, 2015
5:30 PM – 7:00 PM

President's Message



I hope you're all enjoying the fall semester! It's been a busy few weeks back at school and classified employees are working hard for our students. Thank you to the staff assistants, groundskeepers, nurses, custodians, course assistants, IT professionals and many others for the important work you do. Your (sometimes thankless) efforts ensure our students have a comfortable, welcoming, safe place to learn.

And because it's good to take a break sometimes... Please join CFCE for **Oktoberfest**, taking place Thursday, October 1 at Old World in Huntington Beach at 6:30pm. CFCE E-Council members are selling tickets to help raise money for CFCE member t-shirts. This activity will provide an opportunity to relax and have fun with your co-workers. The last page of this newsletter has a list of E-Council members and their contact information. Hope to see you there! ■

CFT Grant Kicks Off Union Organizing Drive





CFCE was selected to be one of a handful of local unions throughout California to receive a Strategic Organizing Initiative Grant from the California Federation of Teachers. The \$5,000 grant will support CFCE's efforts to build its membership and increase union participation by providing release time for part-time organizers. E-Council Members Michael Carrizo, Staff Aide, GWC, and Ruben Topete, Skilled Maintenance, OCC, will fill this role, supported by CFT, CFCE's E-Council, and Executive Director, Katherine Reedy.

CFCE is one of few classified unions in the state to be selected for this award (most grants are awarded to faculty locals). In preparation for the grant, this past weekend Ruben and Katherine attended a training in Oakland, hosted by the CFT. This grant training prepared the organizers to reach out and engage with employees about the importance of union involvement and the power of our collective voice. We look forward to sharing more with you as the program progresses. ■



Hard copies of your new contract (with a redesigned cover) will be available next week!

Contact District HR or CFCE for a copy.

GIVEAWAY!

Read through the B.U.M. Bulletin to find out how you could win a \$10 Starbucks gift card!

Congratulations to last month's winner,
Kim Carroll, GWC

Class/Comp Study Update



District HR is currently working with JB Rewards (the vendor conducting the districtwide classification and compensation study) on a website that will inform employees of the study process and timeline. The website will include what employees can expect from the study, their role in the process, and answers to frequently asked questions.

While the study is taking place, the reclassification process is on hold. Employees who are working out-of-class must continue to be paid for that work, in amounts that reasonably reflect the duties performed outside the normal duties. Out-of-class assignments may not exceed two years. ■

September 15, 2015 (Vol. 9, No. 1)

Best Four-Page Newsletter: More than 500 members

FIRST

Coast Federation of Classified Employees

BUM Bulletin

By Katherine Reedy, Executive Director; Ann Nicholson, President; Connie Marten, Golden West College Vice President

Judges' comments: Content-rich, engaging, and fun — with many photos of members doing things. "It makes me feel like I want to get to know my local," said one judge. 'Ask Rosie' is a great department that provides helpful information for members at work and at home.

SECOND

Peralta Federation of Teachers

The Peralta Teacher

By Matthew Goldstein, President; Ed Jaramillo, President; Debby Weintraub, Communications Director; Matthew Goldstein, Communications Director

THIRD

AFT College Staff Guild-Los Angeles

In Strength and Unity

By Velma J. Butler, President; Dorothy Bates, First Vice President; Sandra Lepore, Executive Secretary; Steve Weingarten, Communications

HONORABLE MENTION

State Center Federation of Teachers

The Federalist

By Leah Unruh, Editor



June 2015

ABCFT Leader Laura Rico Receives CFT's Highest Honor



ABC Federation of Teachers' members and retirees celebrate with Laura Rico (center, front row)

ABCFT's own – **Laura Rico** – accepted the CFT's most prestigious honor, the Ben Rust Award, at this year's CFT Convention in Los Angeles, accompanied by a bevy of ABCFT Retirees and ABCFT Local members. Ray Gaer, ABCFT President and CFT Vice President, and Roni Love, ABCFTR Secretary and former ABCFT President and CFT Vice President, presented Laura to the large gathering where she shared moments about her remarkable career: serving ABC families for many years as an early childhood educator, ABCFT's and ABCFTR's local president, CFT senior Vice President, AFT vice president, and AFL-CIO vice president. As co-president, Laura jointly led CFT's last K-12 strike in 1993 which, after eight days, "taught the district that it is better to collaborate with the union than run an authoritarian top down district," thus helping forge a successful labor-management partnership which exists to this day. During her acceptance speech, Laura recognized the contributions of her partners in ABC and her many colleagues, and paid a touching tribute to her mom, Emma Rico, who exemplified courage and dignity and encouraged Laura to stand up for what she believed in; what she knew was just! Laura ended with an old Mexican saying, "They buried us, but they didn't know we were seeds!" *By Roni Love*

Best Six-Plus-Page Newsletter: Fewer than 500 members

FIRST

ABC Federation of Teachers-Retired

ABCFT Retirees

By Julien Minard, Historian and Editor

Judges' comments: Provides a wide range of information on topical issues that affect retirees. Encourages and maintains engagement with the union and each other. One judge said, "It keeps the nose under the tent."

SECOND

Newport-Mesa Federation of Teachers-Retired

N-MFT Retired

By Donna Ewing, Vice Chair Communications

THIRD

United Professors of Marin

UPM Newsletter

By Arthur Lutz, Editor

PART-TIMER MEDICAL STIPEND SURVEY

How much do adjuncts spend on healthcare? How little does the District cover?

by Paul Ruedkhans, Skyline AFT 1493 Part-Timer Co-Rep.
& Katharine Hoser, AFT 1493 Co-Vice President

\$600 per semester – this is the amount the District currently offers our part-time faculty members as reimbursement for the cost of their medical benefits. For many of our part-time instructors, the medical stipend covers less than two months of the cost of their health benefits. On top of that, you can only qualify for the stipend if you work at least 40% – 6 units. If your load is any less, you are not qualified to apply for the stipend.

As part of a new campaign to advocate for expanded health benefits for part-time faculty, Local 1493 distributed an online survey to all part-time faculty in the District to gauge the usefulness of the current stipend. This survey was timed to

gather feedback for contract negotiations, which resume in late February. The survey closed Wednesday, February

11, with 201 total respondents representing almost 1/3 of all part-timers in the District! Thanks to all of the faculty who completed the survey. Not only will the responses inform our negotiations of the health benefits stipend, but the aggregate data paint a rich and complex picture of the struggle many of our adjunct faculty members have with regards to paying for their healthcare.

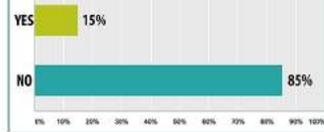
40% load (6 units) required to qualify

As the results of the survey are still fresh, we have not analyzed the finer points of the responses, but some notable findings jump out. Of the 200 faculty members completing the survey, 62% qualified for the part-time medical stipend—meaning they taught at least 6 units or worked at least a 40% load. About half of those respondents used the medical stipend at any time in the past.

85% say stipend did not meet needs

Of those who have received the stipend, 85% reported that it did not meet their needs. This was a telling finding for us, reinforcing the union's position that we must take action to make this stipend more meaningful. Based on faculty responses, annual out-of-pocket healthcare premiums for adjuncts run from \$2400-\$7,200 with outliers as high as \$24,000. Many survey respondents

Did the stipend meet your needs?



stated that the once-a-semester stipend doesn't come close to covering their premiums: "It is equivalent to my monthly premium." "My premium was almost \$500 per month. And we don't qualify for dental, so my broken crown from 1.5 years ago still isn't fixed."

Even among faculty with the most modest out-of-pocket payments, the stipend only covers 1/2 of their annual premiums. This does not include copays and other fees. As one respondent put it: "It only covers about half of the cost of my insurance premium (bought through Covered CA) for the months I was teaching 8 units. Then, on top of that is the actual expense of seeing a doctor (as the lower cost plans that I can afford have a high deductible)."

If we were to use the Covered California Insurance Exchange as a measuring stick to estimate average annual medical costs, we'd see that the cost of coverage is far from affordable and the current stipend is a mere drop in the bucket. Approximately 15% of participating faculty reported getting their insurance through the on-line exchange, Covered California. Based on a single salary of \$45,000 (a teaching load of 10-courses annually at the average adjunct rate) in San Mateo County, a "silver" HMO plan would cost an individual \$4,668 in annual premiums. That's with a \$2000 deductible and a \$45 copay for primary care visits. In fact, a significant portion of our part-time faculty either pay entirely out of pocket for health insurance or are uninsured or underinsured. Numerous re-

continued on page 12

INSIDE THIS ISSUE

- 2 Repeatability restrictions hurt CTE programs
- 3 Free higher education
- 4 Should district adjuncts get priority?
- 6 Student success: By any means necessary?
- 9 Next year's salary increase may be 3.3%
- 10 In memoriam: Irv Witt

Best Six-Plus-Page Newsletter: More than 500 members

FIRST

San Mateo Community College Federation of Teachers

The Advocate

By Eric Brenner, Editor

Judges' comments: Very professional and content rich. Stays on message and follows workplace topics and union campaigns successfully over time.

SECOND

Adjunct Faculty United

AdFacts

By Judi McDuff, Executive Director

THIRD

San Jose/Evergreen Federation of Teachers

Faculty Matters

By Barbara Hanfling, Editor; Farideh Dada, Assistant Editor; Patti Berg, Copy Edit/Layout; Ciaran MacGowan, Louis Bermudez & Barbara Hanfling, Photos

Making Our Stand at Grand
 February 26, 2015



Unity That Cannot Be Denied for the Schools L.A. Students Deserve
More than 15,000 educators, parents, students, and community members listen at the rally to student speaker Beverlyanna Ogatao from Dorsey High.

Best Tabloid Newsletter

FIRST

United Teachers Los Angeles

United Teacher

By Kim Turner, Communications Specialist

Judges' comments: It's extensive, professional, frequent, and newsy — with lots of photos. Covers the union perspective from a broad range of constituencies, yet examines bigger issues. One judge said, "I look at this and I say, 'My union is active and engaged.'"

SECOND

United Educators of San Francisco

San Francisco Educator

By Matthew Hardy, Communications Director

THIRD

Los Angeles College Faculty Guild

Read On

By Robert Fulton, Managing Editor; Deborah Kaye, Editor



City College of San Francisco
from the **negotiations**

Picket the District: at Civic Center, Chinatown, Evans!

Next week, show Lease, Lamb and the BOT that faculty demand a contract. Picket the District at Civic Center, Chinatown, and Evans.



AFT 2121 information

Civic Center Campus
1170 Market St. @ U.N.
Tues, Nov. 3rd from 11:00-12:00

Chinatown Campus
808 Kearny St. @ Wasco
Wed, Nov. 4th from 12:00-1:00

Evans Campus
1400 Evans Ave. @ Mission
Wed, Nov. 4th from 6:00-7:00

Wear your AFT t-shirt or black in solidarity with the District. We must continue to show our fight back!



City College of San Francisco Faculty Union
e-news

What do you think of the ACCJC? Tell the Board of Education by Sept 25, 2015



In December the ACCJC will come before NACIQI (National Advisory Committee on Institutional Quality and Integrity). NACIQI has the power to recommend to the DOE whether to reauthorize the ACCJC or not. The deadline to submit third party comments about the ACCJC to the Department of Education is Sept. 25, 2015. **Follow these instructions to make a third party comment and let the DOE know how the ACCJC treats community colleges.** This is our opportunity to show the Department of Education that this rogue agency is not widely accepted!

Monday, Sept. 21: Join AFT 2121 and make a public comment to the Board of Governors!

The Accreditation Task Force Report will have its First Reading at the California Community Colleges Board of Governors meeting this Monday, Sept. 21 time TBD (1102 Q Street, Sixth Floor Sacramento, CA). **View the meeting agenda.**

Our union is working to organize a delegation to make public comments. **If you want comment on the Accreditation Task Force Report contact Tim Killikelly (tkillikelly@aft2121.org).**

Tuesday, Sept 22: Delegate Assembly

Join us to participate in discussions of next steps for our contract fight! All faculty are invited to our next **AFT 2121 Delegate Assembly meeting on Tuesday, Sept 22 from 3-5pm at the Chinatown Campus in room 602.**

Public momentum builds for our contract fight!



Have you seen? **Our organizing for the CCSF that students and faculty deserve is getting some public attention!** KRON4 and the SF Examiner have reported on our vote to establish a Strike Hardship Fund. Hopefully the BOT is also **getting the message** – we will know when they come back to the table with substantially better proposals.

Best Email Newsletter

FIRST

San Francisco Community College District Federation of Teachers

AFT 2121 E-News
By Athena Waid, Organizer

Judges' comments: Just the right amount of graphics, and just the right number of links. The layout encourages continued reading and makes good use of the medium.

SECOND

United Educators of San Francisco

UESF eNews
By Matthew Hardy, Communications Director

THIRD

San Mateo Community College Federation of Teachers

AFT 1493: The Advocate Newsletter
By Eric Brenner, Editor

Web & Social Media Awards



Best Website: Fewer than 500 members

FIRST

Cabrillo College Federation of Teachers

ccft.cabrillo.org

By David Lau, Communications Director

Judges' comments: Easy to find what you need, be it the contract, ways to contact officers and representatives, or professional issues important to members. Clean, simple, inviting site — easy on the eye.

SECOND

Part-Time Faculty Association of Allan Hancock College

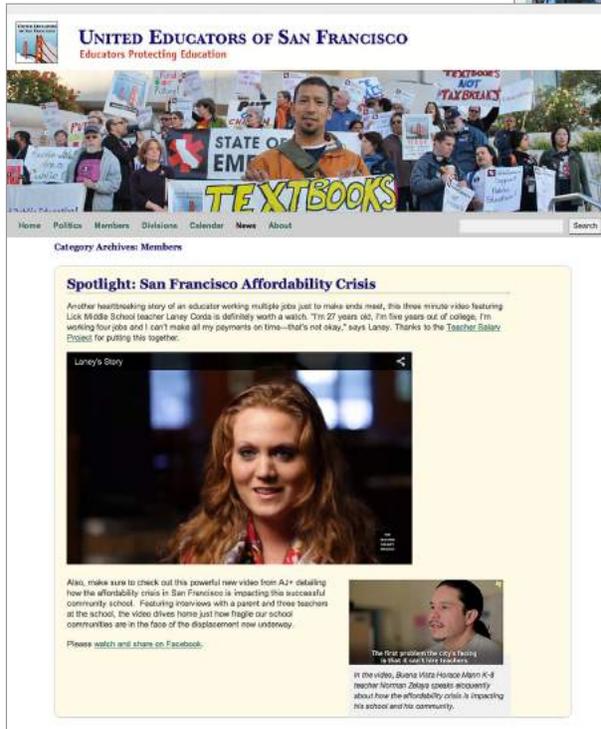
pfaofahc.com

By Dorran Nadeau, Webmaster

THIRD

Part Time Faculty United at College of the Canyons

aftcoc.org



Best Website: More than 500 members

FIRST

United Educators of San Francisco

uesf.org

By Matthew Hardy, Communications Director

Judges' comments: Up-to-date content features members in the workplace, at rallies, and in the community. Compelling photos and videos on homepage and throughout the site. Consistent and uncluttered design with well-organized navigation. Good Facebook and Twitter integration.

SECOND (TIE)

United Teachers Los Angeles

utla.net

By Tammy Lyn Gann, Communications Specialist
Website

San Mateo Community College Federation of Teachers

aft1493.org

By Eric Brenner, Webmaster

THIRD

AFT College Staff Guild

local1521a.org

By Velma J. Butler, President; Scott Matsuda, Support Staff

HONORABLE MENTION

San Jose/Evergreen Federation of Teachers

fa-aft6157.org

By Patti Berg, Office Manager



Best Use of Social Media

FIRST

United Teachers Los Angeles

[Facebook.com/UTLANow](https://www.facebook.com/UTLANow)

By Tammy Lyn Gann, Communications Specialist
Website

Judges' comments: Frequent, almost daily posts, picture members and the larger community engaged in current events, union and education issues. One judge said, "This facebook page makes me think that if I were to get involved, I'd meet great folks and have fun while fighting for important issues."

SECOND (TIE)

United Educators of San Francisco

[Facebook.com/uesf61](https://www.facebook.com/uesf61)

By Matthew Hardy, Communications Director

San Francisco Community College District Federation of Teachers

[Facebook.com/aft2121](https://www.facebook.com/aft2121)

By Alisa Messer, Political Director; Athena Waid, Community Organizer

THIRD

San Mateo Community College Federation of Teachers

[Facebook.com/AFT1493](https://www.facebook.com/AFT1493)

By Michelle Kern, CSM Part Timer Rep and SCIO Organizer

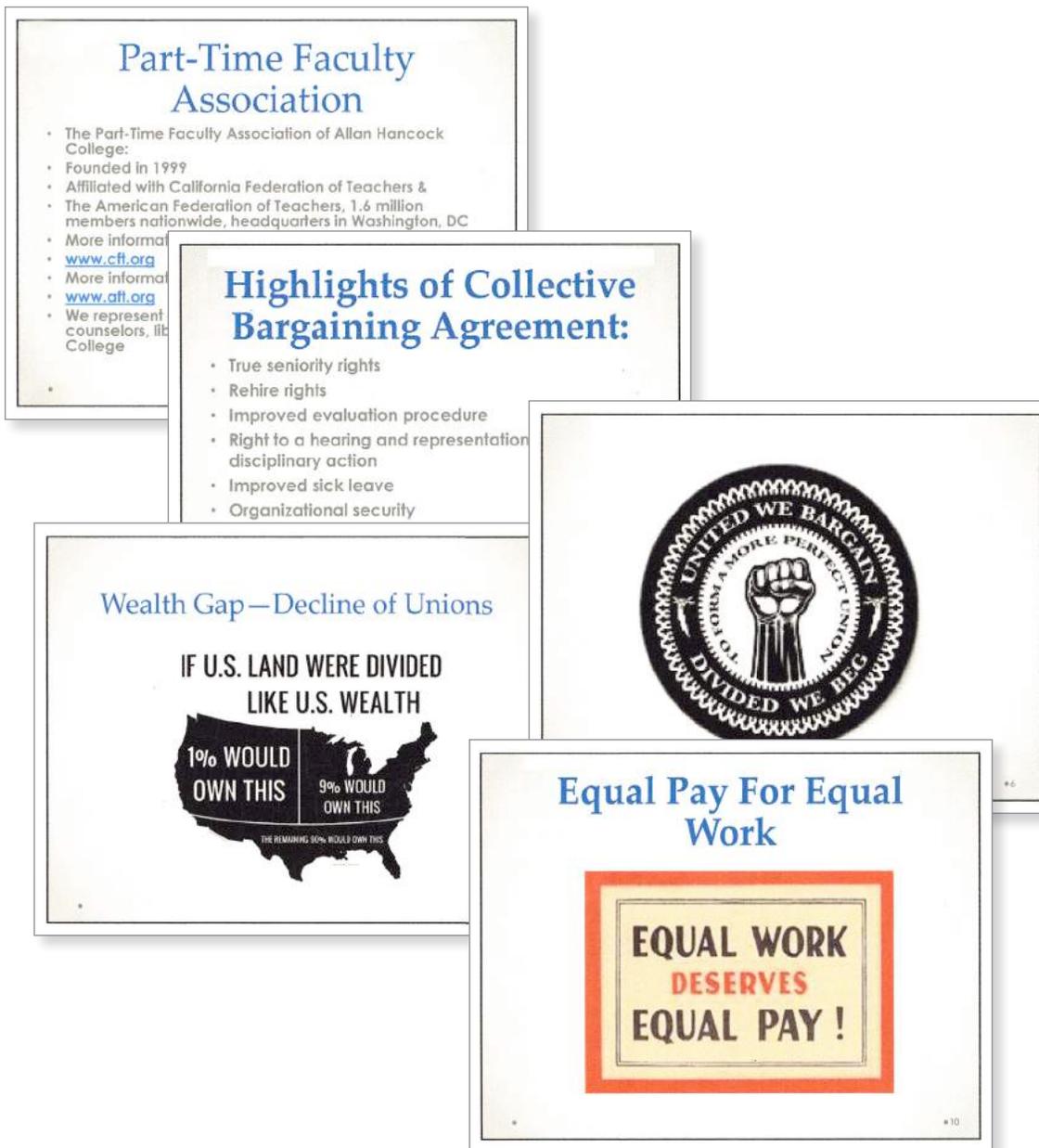
HONORABLE MENTION

Coast Federation of Classified Employees

[Facebook.com/cfce4794](https://www.facebook.com/cfce4794)

By Katherine Reedy, Executive Director

Campaigns & Special Projects



Best Single Effort: Fewer than 500 members

FIRST

Part-Time Faculty Association of Allan Hancock College

All Staff Day Presentation, Fall 2015

By Mark James Miller, President

Judges' comments: Extensive analysis of what the union does for you and how it relates back to the member. A model union welcome to the workplace.

SECOND

ABC Federation of Teachers-Retired

ABC Federation of Teachers' Retiree Union Honors Cy Brown

By Julien Minard, Editor

TOP 10 LIES OF THE ACCJC

Lie #1. Educational quality doesn't matter.

ACCJC has overlooked all the evidence that shows City College students receive an excellent education. The Student Success Scorecard places the college above the state average when it comes to degree and transfer attainment, as well as student performance in English and ESL. In fact, City College success data trumps the performance of the commission's colleges. But in the eyes of the ACCJC, that's not what matters in accreditation. With a driving emphasis on documentation of student learning outcomes, institutional finances, and governance, it clearly has a different vision for community colleges that diverts resources from the work of educating our students.

Lie #2. The college was bankrupt.

On the witness stand during the October 2014 trial of the City Attorney's case against the ACCJC, Commission Chair Steve Kinella claimed that City College was on the brink of financial insolvency. In fact, he had manipulated the numbers in several ways. For example, he based his assessment on June 2008 figures before state funding showed up in the books a week later. ACCJC further inflated the college's liabilities by requiring pro-rating of "rotten portfolio investments" (RPIE) to the tune of millions. This is neither standard practice across the state, nor is it a legal requirement.

Kinella insisted, despite repeat questioning from the City Attorney's counsel, that the Prop A and Prop 30 funds, which bolstered City College's funding by tens of millions, had no effect on its financial situation!

Lie #3. City College didn't work to respond to ACCJC's recommendations.

In the courtroom last October, faculty were shocked to hear ACCJC commissioner claims that City College didn't take the Show Cause sanction seriously. In fact, CCSF faculty rolled up their sleeves starting in summer 2012 to work on addressing each of the standards deemed out of compliance. The college identified 300 action items, and by June 2014 had addressed 95% of them. The ACCJC requirement for Student Learning Outcomes has translated into countless hours spent by faculty on rewriting curricula, assessing and documenting progress, and incorporating the SLOs into their activities.

Lie #4. CCSF had "deficiencies" since 2006.

In Judge Kuris Karnow's Jan. 16th decision on the case against the ACCJC, he recounts the sequence of events since 2006, when City College had regained full accreditation but received eight recommendations as guidance. Over the next several years, ACCJC accepted City College's midyear reports without fanfare, but it chose to use the term "deficiency" on one occasion.

Karnow concluded, "Nothing else in the Commission's communications with City College up to and including the Commission's acceptance of the Focused Midyear Report indicates that City College was deficient in meeting the accreditation standards. To be sure, the Commission had identified concerns and requested City College to take action to address those concerns. But it had not identified deficiencies."

Lie #5. The college spent too much on employee salaries and healthcare.

Commission chair Steve Kinella cited in his trial testimony a mythical standard that just 30% of an institution's budget should go to employee costs. This figure is neither documented nor in the standards. Other colleges whose spending on employees was above 90% have not been sanctioned. Urban colleges and those with a broader scope of operations have higher expenditures, and CCSF's is currently in line with the statewide average of 84%.

Lie #6. ACCJC claims that CCSF did not meet 10 additional standards, contradicting the Show Cause visiting team's report.

ACCJC thinks it knows better than the teams it sends out to review colleges. It put the College on Show

Cause in 2012, overriding its 2012 visiting team that recommended probation. And then when the commission issued the factual termination order, it claimed an additional 10 standards had not been met—standards that were deemed satisfactory by the 2013 visiting team. These supposed areas of non-compliance were merely listed in the July 3, 2013 termination letter, without any explanation.

Lie #7. ACCJC did not need to give notice on its termination decision for City College.

Since colleges under sanction must be notified around any identified deficiencies before ACCJC can take action, the commission tried to dodge the bullet by creating a strange definition for "deficiencies," describing them as something other than non-compliance with accreditation standards. The argument didn't fly, and Judge Karnow's ruling indicates that ACCJC broke the law in denying City College due process in 2013 when it ordered revocation but did not provide a detailed report on deficiencies, or an opportunity for City College to respond.

Lie #8. ACCJC didn't do anything wrong or treat CCSF unfairly.

Judge Karnow ruled that the ACCJC violated the law. Yet the commission claims it's fine even though it has taken committed numerous improper actions, as the U.S. Department of Education has pointed out. Having ACCJC President Barbara Beno's husband on the visiting team created a potential conflict of interest, DOE noted in their August 2013 letter to the Commission. And the ACCJC didn't correctly apply the two-year rule for imposing sanctions, somehow as 2006 recommendations for CCSF morphed into "deficiencies" six years later. The commission used that rationale in its sudden decision to put CCSF on Show Cause in 2012. And it decided on termination after allowing one year for the college to come into compliance, while it allowed 21 other institutions two or more years to do so.

The California State Auditor's June 2014 report has plenty to say about ACCJC's over-the-top rates of sanctioning community colleges. From 2009 to 2013, the ACCJC sanctioned 53 percent of the colleges it evaluated, compared to a sanction rate of just over 12 percent for all the other regional accreditors.

Lie #9. ACCJC President Barbara Beno kept her hands off the accreditation team's work.

During cross-examination by the City Attorney's counsel, Beno claimed that she reviewed the Show Cause visiting team's report for clarity and consistency in her role as staff reader. Yet she managed to take our language stating that City College "demonstrated a high level of dedication, passion, and enthusiasm to address the issues, and provided compelling evidence of action to address previous findings." The attorney revealed the activist hand of Barbara Beno with two examples (also see Lie #6) where the Show Cause visiting team concluded that the college had met Standards III4 and IV1, while the commission moved to terminate accreditation citing those standards, among others, as not being met.

Lie #10. Restoration is the best path forward for City College.

ACCJC created this new policy in June 2014 after the appeals panel, stacked by the ACCJC, voted by its termination ruling. The commission refused to grant City College a two-year "good cause" extension which it has done for other colleges. Now on restoration status, City College will have two years to fully meet all the standards; no other colleges are held to this high bar, yet what it takes to meet standards is pretty subjective as ACCJC's actions have shown. Even CCSF Chancellor Art Tyler balked at the "imposition of this disadvantaged (and unprocedural) status." Restoration leaves City College with no right of appeal or review at the end of two years; it's a ticking bomb.

AFT 2121
2131
May 5, 2015 - 08

Lie #10. Restoration will save City College.
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More lies at <http://www.aft2121.com>

AFT 2121
2131
May 4, 2015 - 08

Lie #8. ACCJC President Barbara Beno didn't muddle.
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More lies at <http://www.aft2121.com>

AFT 2121
2131
May 3, 2015 - 08

Lie #8. ACCJC didn't do anything wrong or treat CCSF unfairly.
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See More

AFT 2121
2131
May 3, 2015 - 08

Lie #10. Did do anything wrong??? They caused harm to the lives of City College students, faculty, and staff and threatened the very existence and meaning of American higher education. They've caused us to be treated with a vicious state administration comprised of arrogant, cynical, outside/governmental. They should pay for their part!!!!
Like Reply 1 May 5, 2015 at 11:31am

Best Single Effort: More than 500 members

FIRST

San Francisco Community College District Federation of Teachers

Top Ten Lies of the ACCJC

By Li Miao Lovett, Communications; Alisa Messer, Political Director

Judges' comments: Beautifully designed and distilled to the essence of the problem. An alternative treatment that is effective, reader-friendly and adaptable to multiple media.

SECOND

United Educators of San Francisco

We Walked The Line in '79

By David Clisham, Esq., former UESF Staff Representative

THIRD

Cerritos College Faculty Federation

Interview with the New President Fierro

By Jack Swanson, English professor & former Communications Chair; Craig Breit, Communications Chair

HONORABLE MENTION

San Mateo Community College Federation of Teachers

Strategic Campaign Initiative Update

By Katharine Harer, SCIO Lead Organizer; Michelle Kern, SCIO Part Time Organizer

Our Students, Our Schools and Our Jobs Are Under Attack

The billionaires and corporate privatizers have declared war on public education. They have declared a go-to-war strategy to privatize public education. They have declared a go-to-war strategy to privatize public education. They have declared a go-to-war strategy to privatize public education.

UTLA Members Are Fighting Back Through Our 2015/17 Strategic Plan

- Tens of thousands of UTLA members have taken action in the campaign for the Schools LA Students Deserve. We are fighting back like never before. UTLA members will soon vote on the Strategic Plan, which calls for:
1. Aggressive contract bargaining over class size, evaluations, salary and protecting our health benefits.
 2. Shaping Local Control Accountability Plans (LCAPs) to force LAUSD and unionized charters to fund the programs our students need.
 3. Fostering for policies around public school accountability and sustainability to defend public education from the billionaires and corporate privatizers who want to exploit education for political power and profits.
 4. Organizing charter school educators into our union so they have a voice in their schools and to protect the profession.
 5. Building successful school models to improve learning and attract students back to public education.
 6. An aggressive focus on school site empowerment, contract enforcement, member rights and working conditions.
 7. More significant engagement in electoral politics, legislation, and social issues that affect our students and communities.
 8. Building a stronger UTLA to take on these fights.
- We face a crisis as educators and as a union – we need to get our house in order so that we can take on these fights



TWO-PAGE FAX TO UTLA CHAPTER/CO-CHAIR. Please deliver promptly – October 12, 2015

Chapter Talking Points

October 13, 2015



BILLIONAIRES CAN'T RUN OUR SCHOOLS

October 13 protest against Broad plan

Please join educators, parents, students, and our Board meeting. We'll be protesting Eli Broad's unregulated, non-union charters that don't plan to fund the programs our students need.

Broad is working with the Waltons of Walmart demanding that the School Board join us in rejecting a severe loss in funding for crucial LAUSD jobs, and create a race to the bottom. Billionaire buddies really care about ALL of L.A. more counselors and support systems within LAUSD.

We must stop this destructive plan now. Talk to your Board meeting. We'll be protesting Eli Broad's unregulated, non-union charters that don't plan to fund the programs our students need.

When: Tuesday, October 13
Where: LAUSD School Board, 333 So. Beaudry
Time: After School

UTLA Strategic Plan Gathers Momentum

We cannot take on the threats we face—includ LAUSD attempts to cut health benefits, and attack with the resources needed to fund the fight. We



UTLA chapter leaders are united in support of the Strategic Plan and investing in our union

As Chapter Leaders we see the challenges that educators face every day. Our work is challenging enough but now our students, our union, our profession and public education are under an unprecedented attack by corporate privatizers funded by billionaire "reformers" who seek to turn education into a business, and students into test scores. Our schools and students face underfunding and inequities. As educators we face attacks in the media, in politics, and from LAUSD and charter employers.

On top of that, we know that we must be prepared to fight back when LAUSD attacks our healthcare and retiree benefits in 2017. Those of us working in unionized independent charter schools may face those attacks even sooner.

In the face of these challenges, our union has a vision for the Schools LA Students Deserve and we have shown in the last year that we can win. We have an 8-point strategic plan that includes campaigns in the following areas:

1. Contract Bargaining
2. Shaping Local Control Accountability Plans (LCAP)
3. Public School Accountability and Sustainability
4. Charter School Educator Organizing
5. Building Successful School Models
6. Site Empowerment, Contract Enforcement, Member Rights and Working Conditions
7. Electoral Politics, Legislation, and Social Issues
8. Building a Stronger UTLA

A key to our victory will be generating the resources to fund our union appropriately. We contribute far less in membership dues than any other educator's union in California. When our state and national affiliates raise dues, it comes out of UTLA's budget, unlike in other unions where such increases are "passed through" to the membership. Our current dues structure has not changed in 45 years, has resulted in a dangerous structural deficit, has required us to take money from the limited strike fund to pay for our contract campaigns, and does not allow us to provide UTLA members with the legal support they deserve.

We support the strategic plan that includes a dues increase from the January 2016 rate of \$63 to \$62 a month, a "pass through" mechanism, and a full AFT/CTE/NEA/CTA merger to allow members access to CTA Group Legal Services. If we do not act now, our union could be bankrupt or a shell of its former self in a few years.

As we move toward a membership vote we will be sharing more information with you in chapter meetings, on lunch breaks, and before and after school. Please ask us any questions that you may have about the future of our union and how we can defend our profession and public education. We believe that now is the time to invest in our union so we can win improvements for our students, take on our adversaries, get rid of our structural deficit, protect our benefits, provide the legal services that UTLA members need and need, and put money towards more school site support, parent/community organizing, an expanded research department, and an aggressive public relations campaign. It is time for all of us to fund our union and our future.

SPECIAL AWARD

Kick Ass Campaign

United Teachers Los Angeles
Build the Future, Fund the Fight Campaign
By UTLA Communications Staff

Judge's comments: Uses different platforms to deliver coherent message with strong visual identity. Demonstrates how important it is for the union to have the resources necessary to advocate for all unit members. One judge said, "A successful dues campaign that made dollars and sense."

Part-Time Faculty Association of Allan Hancock College

PARTY & FAIRNESS THROUGH ADVOCACY



President's Letter May 2015

By Mark James Miller, PFA President



Hello everyone! I hope you are coming fast. If you're teaching a great session. If not, don't forget to attend a session. This has been an excellent month and I have a lot to report on some of the highlights.

Our membership recruiting efforts have been successful. We have 61 new members for 2015. We signed up 137 members.

California Federation of Teachers

The CFT Convention, held March 20—22 at the Marriott Hotel in Santa Maria, was an outstanding event all the way around. Our local sent for the convention. Treasurer Rich Baker, Math Instructor Nahid Loghmani and I attended. In the past, our local was honored with numerous awards: We won Best Local (for the 3rd consecutive year). We also won First Place for our local. As well as a Pride of the Union Award. More than 600 people attended. As Assemblyman Jose Medina, chair of the Assembly's Higher Education Committee, Betty Yee and State Superintendent of Public Instruction Tom Torlakson, of union strength as union membership rises across the state. Workshops on topics as varied as the student debt crisis, education.

New Pay Rates Go

Part-Time Faculty Association of Allan Hancock College

PARTY & FAIRNESS THROUGH ADVOCACY



President's Letter June 2015

By Mark James Miller, PFA President



Greetings everyone! June is here and summer officially begins on Sunday, June 21, (which also happens to be Father's Day this year). If you are teaching summer classes they will be starting up on the 15th. If you aren't teaching, then I hope you are enjoying your time off.

Employment Up For Our Bargaining Unit in May

Every month we receive a "warrant list" from the payroll department that tells us how many people in our bargaining unit worked that particular month. I'm happy to report that the May warrant list shows 560 part-time academics employed at Hancock College. This is the most I can remember and is definitely the most since the Great Recession hit.

May Day Rally

May 1 is the "Day of the Worker," a tradition that goes back to the 1880s. (The first workers' May Day was celebrated in 1886). For the past several years in Santa Maria a coalition of labor and immigrants' groups have held a May Day Rally on the corner of Main and Broadway. This year's rally was attended by about 200 people, who received numerous horn-honks and thumbs-up signs of support from the drivers going past. Demonstrators chanted slogans in English and Spanish, focusing on themes of worker unity and the contributions immigrants have made to the U.S., both at present and in the past.

Labor Day 2015

Last year on September 1 the PFA joined with other local labor and progressive organizations to present the First Annual Santa Maria Valley Labor Day Picnic. The event was a huge success, and the

Best Bulletin Series: Fewer than 500 members

FIRST

Part-Time Faculty Association of Allan Hancock College

President's Letter

By Mark James Miller, President

Judges' comments: Provides an eclectic take on the life of a local union that keeps members in the loop. One judge said, "The 'Mark' of a good union leader."

AFT 2121
San Francisco Community College District Federation of Teachers
AFT Local 2121
311 Mission Avenue
San Francisco, CA 94112
415-585-2121
415-485-4300 fax
www.aft2121.org
aft@aft2121.org

January 9, 2015 *Welcome back!*
Contract Campaign Kicking Off

After years of cuts and increased workloads, morale at City College is low. For too long, accreditors and administrators have been wreaking havoc with arbitrary decisions that often have nothing to do with our educational quality. How can we get our CCSF back?

One answer is our contract. Our union contract is a tool to rebuild our faculty, students, and college.

The current AFT 2121 contract expires June 30, 2015. This means that we will start negotiations soon, after our Delegate Assembly has ratified our bargaining platform and our union and the District have "sunshined" their proposals to the public.

While the contract platform is not final, a few items come up again and again: more full-time jobs; immediate restoration of paycuts and pay increases that reflect the high cost of living in the Bay Area; lower minimum class sizes so that we can rebuild enrollment; equitable lab pay; adequate supplies and access to technology; and quality professional development.

In order to win those improvements, we need to be united and active. Being involved in our campaign for a fair contract – anything from wearing a sticker to attending a bargaining session to speaking at a rally – is essential if we want to win.

Faculty, working together with students and community, can win a contract that actually values our work, increases accessibility, and improves the already great quality of education at CCSF. This contract is our opportunity to get our college back – are you ready to join the fight?



Students, community, and labor leaders meet at Mission Campus.

Flex Day Meetings
AFT 2121 Meeting
2:30-4pm, Visual Arts 115
AFT Part-timers Meeting
4:10-5pm, Visual Arts 115
AFT 2121 Social Hour
4-7pm, Cafe D'Melanio, 1314 Ocean Ave.

Community and Student Outreach Expands

The participation of CCSF students and community allies has been crucial to the struggle to defend our City College. During the fight for our accreditation, AFT 2121 has been reaching out to engage students and community allies. We value this process! It has resulted in opportunities for our union to hear directly from allies about City College and to involve our community in the fight to save it.

In December we held two listening sessions as part of our upcoming contract campaign. Representatives from 19 community groups, our Student Trustee, our Associated Students leaders and activist students from the Save CCSF Coalition all participated. Since our contract is one of the tools in our toolbox to protect City College and regain what has been lost during the accreditation crisis, we asked our students and community partners to share and discuss their top priority issues.

These sessions were unique events that helped us to educate community partners and student leaders about our collective bargaining process, gather more input on the kind of CCSF they want to see in the future, and include them in the work that needs to be done to win our contract fight.

Students Watched!
A speakers bureau of faculty and students have been making presentations about our struggle at CCSF all over the city and the state! Students are always the most powerful advocates for our college. If you know any students who would be good speakers, please email Athena Waid (awaid@aft2121.org).

Bulletin

AFT COLLEGE STAFF GUILD, LOCAL 1521A

Negotiations Bulletin #2

Contract 2014 – 2017
Local 1521A and the District have continued to meet and discuss contract proposals that have been submitted by each party to move negotiations forward.

Articles in Discussion

Article 6, AFT Rights – AFT believes that a modest increase in release time of .25 FTE will assist the Union to enforce the Contract, represent members, resolve conflicts, investigate contract violations and prepare grievances.

The District is reviewing the AFT's proposal and the prospects for any increases.

Article 11, Holidays – AFT continues to argue for the full day the *Friday of Spring Break* (rather than the existing 4 hours). The AFT maintains that there are fewer employees on campus due to faculty and students being on Spring Break. Our research shows that the majority of the offices are closed, but those that are open function with a skeleton crew. The additional time provided to employees would be a benefit to the District in terms of Wellness, AQMD, energy savings and a rejuvenated work force.

Management claims the opposite position and states that many of the offices on the campuses are open and functioning during Friday of Spring Break.

Article 16, Procedure for Performance Evaluation
The District proposed a change in structure to the existing evaluation form to reflect the probationary employee model. The Union was opposed to the change arguing that the current process better assesses permanent employee performance.

On April 28, the District agreed with AFT and proposed no change in Article 16, and the parties signed off.

Article 17, Professional Development and Retraining
The AFT reviewed the data requested from the District on the use of Tuition Reimbursement over the last three years of the contract. In each of those years, the request for Tuition Reimbursement exceeded the funding because of the high usage and increased educational cost. The AFT proposed a \$20,000 increase over the current fund.

The District is reviewing the financial proposal as part of the overall compensation.

Article 23, Wages and Salaries – The AFT reviewed the most recent salary data provided by the California Community Colleges Chancellor's Office, *Report on Staffing, Fall 2013*, which indicated that the average salary for classified support staff in the state was \$54,991 and the average for the Los Angeles Community College District was \$50,792.

The AFT then computed what percent increase would be needed to bring us up to the average of surrounding districts.

Colleges	Annual Salary	At Above Los Angeles	Percent Increase Needed
Glendale	\$61,798	\$11,006	21.7%
Long Beach	\$59,519	\$8,727	17.2%
Ventura	\$58,883	\$8,091	15.9%
Pasadena	\$58,833	\$8,041	15.8%
Palomar	\$58,557	\$7,765	14.1%
Coast	\$57,906	\$7,114	14.0%
El Camino	\$55,919	\$5,127	10.1%
Citrus	\$55,006	\$4,214	8.3%
Santa Monica	\$53,278	\$2,486	4.9%
Antelope Valley	\$51,078	\$286	0.6%
Los Angeles	\$50,792	\$0	---
Compton	\$46,281	-\$4,511	-8.9%
State Average	\$54,991	\$4,199	8.3%

Year	% Increase
2008	0.68%
2009	0
2010	0
2011	0
2012	0
2013	3.00%
2014	TBA

To bring our salaries in line with neighboring districts the AFT proposed a salary increase that takes into consideration no salary increases for four years (2009-2012), the higher cost of living in a large urban district, and the need to provide service to over 136,000 students. The proposal includes increases on all salary schedules, increments and differentials and will be retroactive to July 1, 2014.

Best Bulletin Series: More than 500 members

FIRST (TIE)

San Francisco Community College District Federation of Teachers

Bargaining Bulletin

By Li Miao Lovett, Communications; Athena Waid, Organizer; Tim Killikelly, President; 2121 Members, Community Supporters

AFT College Staff Guild

Negotiations Bulletin

By Velma J. Butler, President; Dorothy Bates, First Vice President; Sandra Lepore, Executive Director

Judges' comments: You can really see what the unions are doing at the bargaining table — building confidence and transparency in the process. These answer the question, "What has your union done for you lately?"

SECOND

Coast Federation of Classified Employees

Table Talk

By Connie Marten, Golden West College Vice President; Katherine Reedy, Executive Director; Ann Nicholson, President

THIRD

Peralta Federation of Teachers

PFT e-Communications/PCCD Boardwatch

By Ed Jaramillo, President; Matthew Goldstein, Communications Director

HONORABLE MENTION

Salinas Valley Federation of Teachers

Eye on the Board

By Juan Campos, Editor & Writer

**UC Lecturers & Librarians
Welcome You to UCR!**

UC-AFT is the Union of Lecturers and Librarians working in the University of California system.

Our members hold academic appointments as lecturers, program coordinators, supervisors of teacher education, and librarians.

As teachers and librarians, our primary focus is on providing excellent instruction and research support to UC students.

Providing a high quality education to UC students is of utmost importance to the members of our union.

As such, our members organize, often with student groups, to urge UC and the State of California to prioritize UC's instructional mission with full funding for libraries and undergraduate education.

Our Teaching Conditions are Students' Learning Conditions!

What do UC Librarians do?

- Teach classes on how to use the library and how to conduct research
- Offer specialized workshops on research tools such as EndNote and Browzine
- Catalog library materials so that you can easily find them
- Develop specialized tools to help you learn and conduct research
- Purchase books, journals and databases, etc., for the library collection
- Conduct research in the field of information science

What do UC Lecturers do?

- We teach in many departments at UC...mostly undergrad, but also graduate courses
- We support students outside the classroom in a variety of ways
- We develop new courses and curriculum using the most up-to-date research on instruction and pedagogy
- We coordinate programs within our departments to add value, richness and opportunity for our students
- We constantly work to improve our teaching by attending and presenting at conferences and adjusting our courses based on feedback from students

How can a Librarian help me?

- We can help you find the right sources for your paper or research project
- We can connect you with resources in other UC libraries or outside the UC through interlibrary loans
- Help you find what you need in the library and online
- Help you determine what is a scholarly resource and a peer-reviewed journal and with managing your reference sources

How can a Lecturer support me?

- Lecturers mentor and advise students...please ask for assistance or guidance
- We write letters of recommendation for internships, jobs and graduate schools
- We can teach Independent Studies and advise on other projects

Lecturer and librarian working conditions are student learning conditions! We need to support each other!

University Council—American Federation of Teachers
A Union of Professionals
ucaft.org

University Council-AFT
Representing Non-Senate Faculty and Librarians of the University of California

UC-AFT is fighting in contract negotiations to stabilize and professionalize pre-continuing lecturer appointments at UC. Quality education at UC requires fair and respectful treatment of lecturers!

Here is what our bargaining team is fighting for:

- Increased job security: reduction in the time to continuing appointments
- Fair and equitable retirement and health benefits for all lecturers, including part-time
- Participation in shared governance: no instruction without representation! Give lecturers a voice in designing curriculum
- Fair excellence & merit reviews: student evaluations to have only 30% weight in reviews

UC Lecturers and Librarians: Teachers, Innovators, and Researchers dedicated to the success of the University's teaching, research, and service mission

I Publicly Pledge to stand united with my Lecturer Coworkers in the University Council – American Federation of Teachers in our fight for a fair contract that guarantees the respect that Lecturers deserve. I understand that Lecturer teaching conditions are student learning conditions. I Publicly Pledge to support my coworkers and the union's bargaining team by attending bargaining rallies.

Rally Dates I am Committing To (circle all that apply):

Name: _____ Tuesday October 13
 Department: _____ Wednesday October 14
 Office Location: _____ Thursday October 15
 E-mail: _____
 Phone Number: _____

I am a (please circle all that apply):
 UC-AFT Member/Allied Union Member/Faculty/Staff/Student/Community Member



Best Public Relations: Fewer than 500 members

FIRST

UC-AFT Riverside

Fall Organization Campaign at UCR

By Carla Arbagey, President

Judges' comments: Good job of reaching students and their families to raise awareness. Top-notch visuals and text make concrete to students the contributions of librarians and lecturers to their education. Assemblyman Jose Medina's appearance drew even more public attention.

SECOND

Part Time Faculty Association of Allan Hancock College

Public Outreach Campaign 2016

By Mark James Miller, President

S.F. teachers get help living in city under ambitious

By Brady Stone and Matthew Hardy | October 24, 2015 | 12:00PM OCTOBER 24, 2015



Mayor Ed Lee and the San Francisco Unified School District announced Wednesday a 100-unit housing complex solely for public school teachers and paraprofessionals and invest up to \$44 million over the next five years to help them purchase homes.

The proposals seek to help the many teachers and teaching assistants in San Francisco who say untearable housing prices have made it impossible for them to buy.

Examiner
 SAN FRANCISCO SINCE 1845
 Saturday February 27, 2016
 The City > San Francisco News > Education > Featured Breaking

Housing crisis continues to grip SF teachers, even after bond approval



San Francisco teacher Matt Bello, second from the right, stands in the living room of his Clement Street home with his roommates, from left, Karyn Smoot, Matt Collado and Spencer Ranglish, right. The group is facing a rent increase. (Mike Kozmin/S.F. Examiner)

By Laura Dudrick on November 19, 2015 1:00 am

Despite voter approval earlier this month of a bond that will help house San Francisco's public school teachers, educators are still struggling to find homes they can afford, and some worry that support from the City won't come soon enough.

The \$310 million bond is the largest ever affordable housing bond in San Francisco history. It includes some \$80 million to repair and reconstruct public housing, \$50 million to develop low-income housing in the Mission — considered Ground Zero for the housing crisis — and \$100 million to develop and preserve homes for low-income residents.

Examiner
 SAN FRANCISCO SINCE 1845
 February 27, 2016
 San Francisco News > Bay Area > The City > San Francisco News

As housing market surges, do teachers stack up?



Special to the S.F. Examiner
 School teacher Brendan Furey and his wife
 on June 7, 2015 12:00 am

For San Francisco's public school teachers, the housing crisis that has gripped the City amid what is widely considered the nation's housing boom since the Gold Rush is nothing new.

For a home on a teacher's salary — which was \$69,135 last year for a teacher with 12 years of experience, the average for the San Francisco Unified School District — has proven so difficult in San Francisco that city leaders first began discussing how to provide housing for teachers more than 15 years ago during the

Best Public Relations: More than 500 members

FIRST
United Educators of San Francisco
Keeping San Francisco Teachers and Paras in San Francisco
 By Matthew Hardy, Communications Director

Judges' comments: A really good job of putting a human face to the problem of skyrocketing housing costs in San Francisco. UESF is holding to its values and encouraging city leaders to do the right thing by workers. Earned excellent placement in local media for educators' stories of displacement.

SECOND
San Mateo Community College Federation of Teachers
November 2015 Board of Trustees Election Campaign
 By Maurice Goodman, Candidate; Katharine Harer,

Co-Vice President, SCIO Lead Organizer; Sam Sanchez, Skyline Photography Instructor; Michelle Kern, CSM Part Timer Representative and SCIO Organizer

THIRD
San Francisco Community College District Federation of Teachers
Workers' Rights Board Hearing: Future of Higher Ed in San Francisco
 By AFT 2121 Faculty, leaders, organizers; California Faculty Association; SEIU 1021; Jobs with Justice-San Francisco

HONORABLE MENTION
San Jose/Evergreen Federation of Teachers
Enhancing Opportunities One Book at a Time
 By Frank Espinoza, Vice President



SPECIAL AWARD

Jim Herndon Award

United Teachers Los Angeles

Video: Fighting Back Against National and International Attacks on Unions

By Tammy Lyn Gann, Communications Specialist
Website

Judges' comments: Insightful video that illustrates the global extent of this problem yet does not have an ideological feel. One judge said, "The overarching goal of these people — who

seem to have nothing better to do with all their money but dismantle public education — is to build a "gig economy" for educators that dismantles pension security and workplace rights." Another said, "I found this moving and scary, but am encouraged that an international movement is building. It shows that the quest for dignity and fair labor is part of who we are as humans — and it extends beyond all borders."