

Part-Timer

PROMOTING PART-TIME FACULTY RIGHTS

Community College Council of the California Federation of Teachers
American Federation of Teachers, AFL-CIO

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Mark James Miller

Meet one of the hardest working organizers of part-timers

ENGLISH INSTRUCTOR and president of the Part-Time Faculty Association of Allan Hancock College Mark James Miller says that one of the accomplishments of which he is most proud is “getting administrators to recognize how important part-time faculty are. Part-time faculty used to be invisible to them, or seen as just interchangeable parts. That’s not the case anymore.”

Allan Hancock part-timers have a grievance procedure and “real seniority rights,” which Miller describes as the result of a 10-year battle and perhaps the most important achievement of his local. When told that basic rehire rights would force districts to retain incompetent teachers, Miller retorted, “Show me where on students’



CARLOS CHAVEZ

English teacher Mark James Miller says about learning and union work: “You can change things if you know how to write and speak clearly, and if you stick with it.”

transcripts their courses are flagged if they’re taught by part-time faculty; show me that

students have to pay more for full-time faculty.” Absent such distinctions, Miller says, part-time faculty deserve all the professional respect afforded their full-time colleagues.

Miller got active in his local around 1999, shortly after AFT Local 6185 was chartered. At

school while he recuperated. Once hired to teach English at Allan Hancock, he initially thought he didn’t have time to get involved with the union. After witnessing a dean verbally abusing several part-time faculty, he decided to run for the executive board. He became vice president and was elected president in 2001.

Over the years, the local has consistently improved conditions and compensation for its members. “What people don’t always realize is that you have to be in it for the long haul,” Miller muses. “The change we want to see is the product of years of sustained work.” Progress can sometimes be sped up with creativity. Miller points to a campaign in which the union made and broadcast radio commercials exposing the district’s uncooperative attitude during bargaining. It didn’t take long before the administration had more to say than “No,” leading eventually to bar-

Vote June 3: CFT endorses Brown, Torlakson



Jerry Brown Tom Torlakson Betty Yee

Gov. Jerry Brown has proven his support for public education and has won CFT’s endorsement for reelection in 2014. Brown worked closely with CFT to pass Proposition 30, bringing needed monies to California schools and colleges. He also shaped a historic K-12 school funding bill that provides additional resources to English learners and students from low-income families.

State Superintendent of Public Instruction Tom Torlakson has also won CFT support. Torlakson is committed to expanding early childhood education and has demonstrated a strong interest in career and technical education, and supports fair accreditation in the community colleges.

Lt. Governor Gavin Newsom Attorney General Kamala Harris Insurance Comm Dave Jones State Treasurer John Chiang State Controller Betty Yee

>Go to cft.yourvoterguide.com to get the union’s local and statewide endorsements tailored to your voting district.

“... You have to be in it for the long haul. The change we want to see is the product of years of sustained work.”

— Mark Miller, President, Part-Time Faculty Association of Allan Hancock College

that time, Allan Hancock part-time faculty were among the lowest paid in the state. Miller had a union background before becoming a college instructor, having worked as a welder and a rigger before getting injured on the job and going back to

gaining gains.

The local continues to grow. Between October and December of last year, 60 part-timers joined the union; another 30 joined since the new year. Sustained outreach, including

(Continued on back page)

How does your pay rate compare to others?

CFT releases comprehensive salary survey of part-time faculty

HAVE YOU EVER wondered how your pay rate compares to that of other part-time faculty throughout the state? Who gets paid for office hours and how much? Will you earn more if you have a doctorate? What percentage are you earning of what full-timers make at your college for their teaching duties?

These questions are much easier to answer with the release of CFT's comprehensive part-time faculty salary study, undertaken at the request of the Part-Time Committee. This information-rich 20-page document offers data and rankings for part-time faculty compensation at all 72 California community college districts.

Additionally, it offers hourly wages of full-timers at each college, converted from annual salaries at various points on each salary schedule, permitting readers not only to compare full-timer compensation across colleges but also to compare it to part-timer compensation at the same points, at that college and at others. This study shows how dramatically compensation for part-time instructors

varies throughout the state, along with how close to "pay parity" part-time faculty are at every community college.

The average highest possible hourly wage for a part-time faculty member without a Ph.D. is \$72.70 but \$145.41 for a full-timer; add just a few dollars to get the average highest

possible hourly wage for those with doctorates (\$74.69 for part-timers, \$149.32 for full-timers). How about the lowest and the highest paid in the state? Part-timers' hourly wages range from a low of \$37.27 per hour to a high of \$133.79, while full-timers' range from \$54.56 to \$204.02 per hour.

How part-timers advance on the salary schedule also varies widely. The study contains data for every district about the nature and pace of schedule advancement, requirements for the highest step and column, and notes about longevity bonuses and other forms of additional compensation.

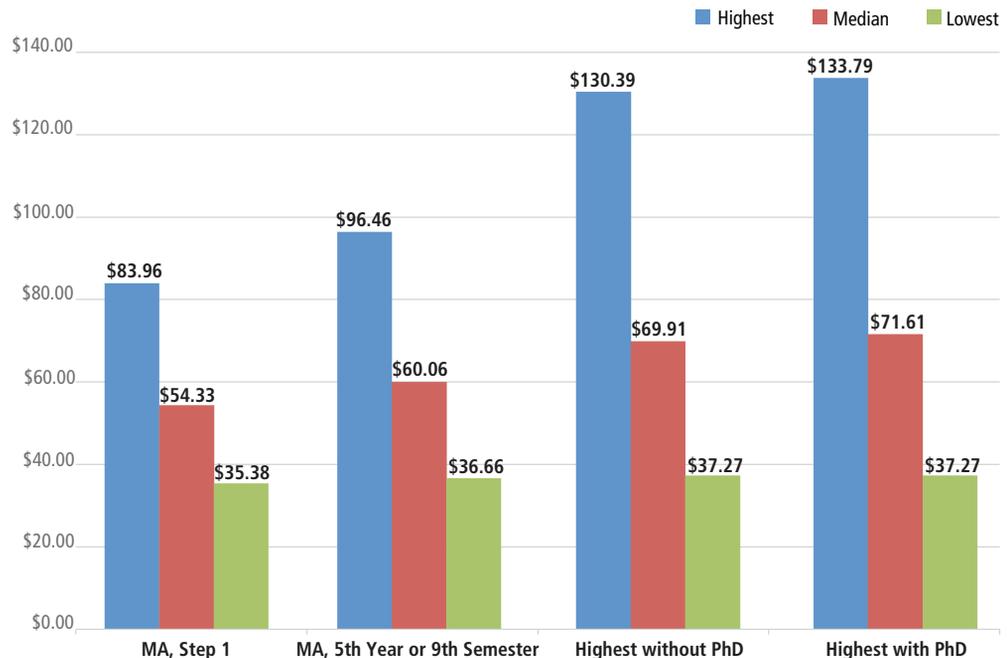
"This can be an extremely valuable tool for locals that do not fare well in the rankings," says Cabrillo College digital media instructor and CFT Part-Time Committee Co-Chair John Govsky. "If the data show your local

on the lower end of the scale, the local can more forcefully argue for raises."

Further, locals may be inspired by the approach taken in another district to advance salary, increase longevity compensation or provide paid office hours for part-time faculty. Individuals and locals now have a solid basis on which to identify elements of specific contracts for citing precedents and finding functioning alternatives to the status quo during negotiations. A contract may provide language that can be successfully used or adapted by another local union.

And while the study was undertaken and completed by the CFT, it includes data for all community college districts in California. Sharing this data with districts without union affiliation may galvanize lower-ranked locals to explore the benefits of getting organized.

Part-Time Faculty Salary Comparisons in California Community Colleges 2013



When do you qualify for unemployment benefits?

IF YOU ARE TEACHING summer school, you may qualify for unemployment benefits in the periods before or after summer session. If you do not have a summer or fall teaching assignment, or another job, you may be entitled to unemployment benefits.

This results from a 1989 legal challenge brought by the CFT in the landmark case *Cervisi v. California Unemployment Insurance Appeals Board*. The Cervisi decision held that temporary (i.e., part-time) faculty are eligible for unemployment benefits between terms because they do not have "reasonable assurance of reemployment" given that future assignments are contingent upon enrollment, funding, or bumping by a full-time faculty member.

>To apply for unemployment benefits, go to edd.ca.gov. If the EDD denies your claim, contact your AFT local union to file a timely appeal.





Freeway Flyers

More part-timers choose the AFT as their union

FACULTY TEACHING non-credit courses at both Citrus College and the Grossmont-Cuyamaca Colleges have chosen AFT as their union. Non-credit hourly part-time faculty at Citrus and continuing education part-time faculty at Grossmont-Cuyamaca had been paid significantly less than their colleagues teaching for-credit courses. Now they have union representation, are on salary schedules with opportunities for schedule advancement, and can accrue sick leave.

What does the Affordable Care Act really mean for part-time faculty?

THE AFFORDABLE CARE ACT has made it possible for some previously uninsured part-time faculty to get healthcare coverage. For others, coverage has become more affordable. Available subsidies, along with customizable combinations of premiums and deductibles, may make going on the exchange worthwhile.

If your district makes healthcare available to you, are you better off using it or finding a new plan on the exchange?



Given the sheer number of variables, individuals should do as much number-crunching as possible for multiple plausible scenarios, factoring in their income, age, and both short-term and long-term health-related needs.

Visit Covered California's interactive website to see which options are available for you in the 2015 coverage year. Open enrollment for 2015 will begin this fall.

>Go to coveredca.com.

GetConnected



COCAL XI: Join this coalition of higher education activists from Mexico, Canada, and the United States in New York on August 4-6 for its eleventh biennial conference. cocalinternational.org

The Just-in-Time Professor: Read analysis and excerpts of e-forum responses on contingent faculty working conditions nationwide in this report by the U.S. House of Representatives Committee on Education and the Workforce, undertaken by Rep. George Miller, D-Calif. goo.gl/ZzDPCH

Equality for Contingent Faculty, Overcoming the Two-Tier System: Delve into this new collection of essays edited by Keith Hoeller, published by Vanderbilt University (e-book available). goo.gl/S0sT1V

Why Higher Education Should Be Free: Check out UC-AFT President Bob Samuels' new book about funding higher education (e-book available) at goo.gl/acFCI and his blog changinguniversities.blogspot.com.

LocalAction

»**AFT Guild** successfully negotiated for continuing education part-time faculty in the San Diego community colleges to be on the same salary schedule as credit-course instructors, and in the Grossmont-Cuyamaca district for part-timers teaching 50 percent of a full load to be eligible for fully district-paid healthcare coverage starting January 2015.

»**AFT Part-Time Faculty United** worked with Victor Valley College to have its full accreditation status restored and ACCJC probation sanctions dropped.

»**Antelope Valley College Federation of Teachers** negotiated the implementation of department chairs that includes the eligibility of part-time faculty, the result of a five-year effort.

»**Cabrillo College Federation of Teachers** won ancillary pay for part-timers who participate in shared governance committees.

BOB RHHA, JR.



About Res. 5, Janell Hampton, Peralta Federation (left) said, "If this were a law, I would snatch it right up." Part-Time Committee Co-Chair Phyllis Eckler agreed.



Part-time-friendly resolutions passed at CFT Convention

AT THE CFT CONVENTION in March, the full body of delegates passed three important resolutions that affect part-time faculty.

Resolution 5 calls for the CFT to work on passing legislation that allows the accrued sick leave from all districts where a part-time faculty member has worked to be reported to CalSTRS upon

retirement. This could greatly benefit instructors who have worked in multiple districts.

Resolution 6 potentially benefits part-time faculty enrolled in CalSTRS by calling on CFT to work toward changing AB 340 so that part-time faculty could begin collecting their pension and continue working without having to wait 180 days.

Resolution 23, which could serve an even greater number of part-time faculty, directs CFT to "aggressively pursue" legislative action so that part-time faculty reach "full pro rata pay" — pay parity with full-time faculty — within five years of associated legislation.

>Read the resolutions at cft.org/governance/resolutions-and-policy.html

Ancillary pay programs

New strategies for part-timer inclusion on campus

PARITY PAY — compensation for part-time faculty commensurate with that of our full-time colleagues for comparable work — is one of the defining goals of the movement for part-timer equity. Progress continues to be made, but in lean budgetary times salary schedule advancements may be

more difficult to negotiate.

Some unions are finding opportunities to increase part-time faculty compensation and involvement in college activities through ancillary pay programs. Especially as colleges are facing new levels of scrutiny and sanctioning, frequently linked to state- and federal-mandate compliance, administrators may be more willing to agree to fund part-time faculty participation in work beyond regular teaching-related duties, including program assessment, participation in shared governance, and other forms of what some deem “college service.”

As reported at a CFT Con-

vention workshop, Glendale College continues to fund its 10-year-old Ancillary Activities program, offering stipends and hourly compensation for a variety of identified tasks that benefit the college but are not generally expected or compensated when performed by part-time faculty.

Julie Gamberg, presenter and Glendale English instructor, urged those considering establishing such programs to



Julie Gamberg, Glendale, and Ian Duckles, San Diego, speak about ancillary pay programs.

ensure that compensation be identified as not counting toward an instructor’s load, to lobby for

inclusion of at least one part-time faculty member on any application selection committee, and to secure college-wide acceptance and promotion of the program. She suggested that the support of administrators and full-time faculty can contribute to robust participation.



PHOTOS BY BOB RIHA, JR.

Mark Miller

(Continued from page 1)

person-to-person conversations in which bargaining unit members sometimes discover that they are not yet actual

nect people to the local, along with a one-hour presentation about the benefits of union membership that Miller gives during staff development days at the start of every semester.

ness and linking the college to the broader community. Sometimes he shares his columns and reader responses with his own students to illustrate the potential power of the written word. “You can change things,” he says, “if you know how to write and how to speak, and if you stick with it.”

Miller is looking forward to a new project to motivate further change: producing a documentary about part-time faculty at Allan Hancock and interviewing instructors about how they began teaching, their expectations when they started, and how they make ends meet. “People are often astonished to learn about the lives of part-time faculty,” he concludes, “and the only way we can change this situation is by making people aware of it, doing even more to get into the community and speak about our issues.”



CARLOS CHAVEZ

Mark Miller, right, meets with the Executive Board of the Allan Hancock local union.

union members, has made possible this more than 50 percent increase in membership. An enhanced website and even more frequent email communications have also helped con-

Beyond the college, Miller writes at least once a month for the *Santa Maria Times* on higher education, labor rights and poverty. They’ve had an effect, he says, in raising aware-

California Federation of Teachers

AFT, AFL-CIO
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Part-Timer is published by the California Federation of Teachers, an affiliate of the American Federation of Teachers, AFL-CIO. The CFT represents faculty and classified workers in public and private schools and colleges, from early childhood through higher education. The CFT is committed to raising the standards of the profession and to securing the conditions essential to provide the best service to California’s students.

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