

# union action

VOICE OF AFT 2121



## New budget threatens higher education

What the governor proposes and what we can do about it

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# Building a better budget in the nation's richest state



By Alisa Messer,  
AFT 2121 President

Our new governor's budget 2011-2012 proposal seeks to close an approximate \$25 billion budget hole for California, the nation's richest state. Brown has offered a budget with fewer gimmicks, outrageously deep cuts to higher education and social services, and a June special election that would extend some taxes.

K-12, already cut to the bone, would be mostly spared from direct cuts. The California State University and University of California systems would each take a hit of \$1 billion.

For the community colleges, Brown proposes a \$400 million reduction in apportionment funding. The system is already overstretched, and the state Chancellor's Office estimates that cuts of this magnitude mean as many as 400,000 students could lose access.

He also proposes a \$10 per unit increase in student fees, moving the cost to \$36 per unit and putting another 350,000 at risk. We know from experience that when fees go up, fewer students make it into classes. This is something we must vigorously oppose.

Let's be clear: student fees are a tax on our students, who are increasingly vulnerable economically but engaged in the one activity, higher education, most likely to protect them from unemployment and most able to help them build brighter futures—for themselves and their families, and for our communities and our state.

This proposed 40% tax increase on our students is an important sign that now more than ever we must

talk—brazenly—about taxes. (Who pays them? Who doesn't?) It wasn't long ago, after all, that higher education in California was free, recognition of the return value taxpayers collectively receive from an educated public.

The master narrative about the economic crisis is that we must squeeze and starve our way out of the budget deficit. Not true.

Austerity is not the solution, both because it is wrong for working families and students and California's infrastructure, and because it simply isn't possible to cut our way out of the problem.

For illustration, try to imagine a California with no funding at all for the UC or CSU systems. Next, eliminate the community colleges, the world's largest system of higher education. What would that California look like? What would be the future of its children? Of the un- and underemployed?

While we're imagining, close down all the prisons. Even in that imaginary state, we'd still be in the hole.

That's the good thing about the governor's proposed budget: it does more than cut. It seeks to expand revenues, something the state must do. But it's still not enough.

Our state organization, the California Federation of Teachers, is working to develop a long-term campaign around the public sector, services, and taxation. We want to shift the conversation about what government and public infrastructure are and what they do for our state. We want to talk about the importance of public education and public services—and why we need to fund them, for the public good of everyone in the state. We think Californians are ready for that conversation.

It's hard to talk about taxes, but we need to talk about what they do for us and who's paying what price. Because unless we bring some significant revenue into the state, the quality of life for most of us will continue to decline.

To put things in perspective, consider that last year's "compromise" by President Obama regarding the extension of the Bush-era federal tax cuts means that certain Califor-

nians will keep a lot of money in this state—in their own pockets. In fact, for the richest 1% of Californians, that federal cut amounts to somewhere between \$9 and \$14 billion—a huge chunk of the state's deficit.

Now, I'm not suggesting it's viable to solve the state's budget woes simply by grabbing what the federal government didn't (or wouldn't). But there is money, and it's definitely time for genuine public discourse about it. It's not in the colleges, home health providers, or childcare. It's not in your pensions, either. No: it's in the military, corporate profits, and the bank accounts of the extremely wealthy.

Pointing this out can make people uncomfortable. But if we get better at saying what it is that public education does for our society—and polls show that Californians still believe in the importance of public education—at what the public sector does for our society, and how important it is for all members of our society to contribute their fair share, our state will be headed toward a much brighter future.

At City College, we also need to talk taxes. AFT 2121 and other college constituents are engaged in serious discussions about a citywide parcel tax to save CCSF. We will work to mitigate the governor's proposed cuts and the student fee increases. But ultimately, we know that CCSF needs help; we need additional revenue if we are going to continue to serve this city so well and make improvements to serve our students even better.

As the budget stands now, Brown's cuts would amount to about \$12 million locally. We already know how stretched we've been over the past couple of years—I don't need to tell you how painful this could be.

This city deserves an institution like City College, one that will help pull San Francisco out of this economic crisis. We can run a successful parcel tax campaign because we know San Franciscans recognize the value of CCSF and higher education. And we'll be looking to you—as ambassadors for the good work we do here, and for all the ways we're seeking to do better work—to help. ([amesser@aft2121.org](mailto:amesser@aft2121.org))

## On the cover:

Our members and students in Sacramento last March, supporting raising revenue and opposing cuts to education. For information on the state budget and how it affects CCSF, see pages 4-5.

Photos by Chris Hanzo

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# Access denied: City College blocks academic freedom and inquiry

By Emily Wilson, Editor

One day last fall when Alan D'Souza was working at the reference desk at the Rosenberg Library on the main campus, a student came up to him, puzzled. The student had been trying to do research on his laptop for a class presentation on sex clubs, and he was unable to get on a site he had accessed at home the previous day.

"He asked if we were filtering, and I said, 'No, we don't filter, that's the policy,'" D'Souza said. "I went on the staff terminal and there was some weird message about seeing the system administrator."

D'Souza got out his iPhone to check the site, which he accessed using his network.

"It was a shocking experience," he said. "I thought, 'Whoa, when did this happen?' We hadn't been included in any conversation about filtering."

A colleague of D'Souza's at the desk contacted someone in the Information Technology Services (ITS) department and found out that filtering had started last October.

This issue touches on academic freedom as well as free speech rights, D'Souza says.

"Historically libraries, public and academic, don't filter," he said. "There's no filtering mechanism that filters out the bad things, whatever bad is, and let's you get to what you want."

D'Souza brought up the issue at the next faculty meeting. Along with being shocked that the filtering was happening, the librarians were upset they hadn't been told about it.

"We have a very active and very good shared governance committee that discusses these things," D'Souza said. "They bypassed shared governance."

Anthony Costa, librarian at CCSF's Mission Campus, who learned about the blocking at that faculty meeting, said in the ten years he worked at the San Francisco Public Library, he never had to worry about filtering, and he thinks that should be true on a college campus as well.

"It impedes the college's mission of access to information," Costa said. "Along with the library's role in teaching research."

Costa called the union office and was told this violated the contract's provisions on academic freedom and the obligation to bargain over a change in policy. Costa, a member of the Information Technology Policies Committee (ITPC), wrote a resolution about the issue, endorsed by the library faculty, which he brought to the committee's next meeting. Dr. David Hotchkiss, the Chief Technology Officer for CCSF, couldn't be there, so the resolution was tabled after five minutes of discussion, which Costa insisted on.

Much of that discussion ignored the issues of academic freedom and focused on the need for security and firewalls, Costa said.

"They said they were just avoiding malware," he said. "Someone said, 'Well, if we had hundreds of technicians to repair our computers when there was a problem, we could let people go wherever they want, but we don't.'"

Costa did research after the meeting to try and find out if any other colleges are putting up firewalls. He says after talking to colleagues and people at Palo Alto Networks, the firewall vendor, he could only find a few small, Christian colleges.

"I'm confident it's pretty unheard of," he said.

An email from Tim Ryan, the network manager, was leaked, which gives the ten categories of websites



being blocked. One of the categories was adult, which was why the hapless student doing his sex club research was blocked, and the other nine have to do with security. Hotchkiss has since unblocked the adult sites.

Costa wrote a resolution about the filtering and brought it to a meeting of the Academic Senate. Senate president Karen Saginor thinks the issue is an extremely important one for the college.

"It interferes with instructors ability to decide what their students look at, and it interferes with student success if they can't get access to what they need to do their homework and learning," she said. "It's pernicious in that it doesn't affect all students equally since students who don't own their own computers are particularly affected."

Hotchkiss sent out an email to the faculty on January 24. In it he wrote that he became aware that blocking had "unintended consequences" on instruction.

"While the Technology Division believed that all websites needed for instruction had been unblocked with only malicious software blocks remaining in place, we are now becoming aware that these blocks may be presenting an issue," the email reads.

Hotchkiss went on to say if anyone finds a blocked website, they can contact ITS and ask for it to be white listed. This doesn't solve the problem, Saginor and Costa think, and D'Souza agrees.

"We have to opt back in and we never opted out," D'Souza said. "It's not a fair way to address education in any fashion."

D'Souza would like the faculty to be included in a discussion on filtering rather than having a unilateral decision made by the ITS department.

"How do we protect from cyber attacks while still offering faculty and students access to sites they need to go to?" he asked. "I would like to see a conversation that allows for both sides of that discussion." (*ewilson@ccsf.edu*)

Librarian Anthony Costas is supposed to help students and faculty access the information they need, that task has been obstructed rather than enabled by technology.



Test Your Budget Knowledge:

## BUDGET QUIZ SPRING 2011

- 1** The passage of Proposition 25 (Nov. 2010) means that it will now only require a majority in each house of the state legislature to pass a state budget (and of course the governor's signature).  
**True      False**
- 2** Gov. Jerry Brown has proposed a \$1.4 billion cut to higher education for 2011-12, including a general cut of \$400 million to California's community colleges. This would reduce City College's funding by approximately  
**a) \$2 million      b) \$8 million      c) \$12 million      d) \$17 million**
- 3** A rough rule is that California Community Colleges receive about 11% of state Proposition 98 funding and that City College receives about 3% of state Community College funding.  
**True      False**
- 4** For this fiscal year, 2010-11, the amount budgeted for the City College Unrestricted General Fund, the fund from which instruction in general is paid, is approximately:  
**a) \$99 million      b) \$199 million      c) \$299 million**
- 5** At CCSF, the percent of the 2010-11 Unrestricted General Fund that is budgeted for employee salaries and benefits is approximately:  
**a) 53%      b) 73%      c) 83%      d) 91%**
- 6** According to a recent California Budget Project report, "the poorest fifth of the state's non-elderly families, with an average income of \$13,200, spent \_\_\_\_\_ of their income on state taxes." Meanwhile, "the wealthiest 1 percent, with an average income of \$2.2 million, spent \_\_\_\_\_ of their income on state taxes." (CBP, "Who Pays Taxes in California," April 2010, p. 1.)  
**a) 11.1% and 7.8%      b) 8.5% and 17.6%      c) 12.2% and 24.7%      d) 17.6% and 16.3%**
- 7** The passage of Propositions 26 (Nov. 2010) means that it will now only require a majority in each house of the state legislature to raise fees as well as state taxes.  
**True      False**
- 8** The current, 2010-11, City College budget contains funding for a 2011 summer program that is approximately what percent of a full summer program?  
**a) Less than 20%      b) 50%      c) 80% or more**
- 9** Governor Brown also proposes raising student fees to \$36/unit, which represents an increase of nearly \_\_\_\_\_.  
**a) 5%      b) 22%      c) 39%      d) 48%**
- 10** According to the statewide Community College Chancellor's Office, such an increase in fees could cause as many as \_\_\_\_\_ students to lose access to a community college education.  
**a) 50,000      b) 150,000      c) 250,000      d) 350,000**

### KEY

1. T    2. c    3. T    4. b    5. d    6. a    7. F    8. c    9. c    10. d

# WHERE'S THE FUNDING?



## Fiscal Crisis Deepens at CCSF

Chancellor Griffin has announced that by mid-February he will present a strategy for how to tackle the CCSF budget for 2011-12. Governor Brown's proposed 2011-12 State budget calls for a \$400 million cut to community colleges, which would cut approximately \$12 million from City College's \$200 million. This brings the total reduction in state revenue over the last few years to approximately \$20 million (or 10%) of the CCSF unrestricted budget.

This is an enormous cut at a time of already severe austerity: no cost-of-living increase in three years; continuing hikes in health care costs for employer and employees; salary step freezes (2009/10); program cuts (summer 2010); hiring freezes for support staff; lost classes.

Fortunately, the College will have a robust summer program in 2011. CCSF cannot afford to fall below base enrollment this year, or it will lose even more in state funds.

CCSF's budget crisis cannot be solved through more cuts. It is imperative that we acquire new revenues. AFT will be working in coalition with others to pass a parcel tax in San Francisco to bring in funds critical to the survival of the college. While we fight to retain access for students and to remain true to the community college mission, we will be calling on faculty and friends for help in this important campaign to secure support from San Francisco voters in November.

## Pricing out students

Less than 30 years ago, community college was free. Since fees were implemented in 1984, they have gone up astronomically.

Fiscal Year	Fee Per Unit
Until 1984	\$0
1984-85	\$5
1991-92	\$6
1993-94	\$10
1994-95	\$13
1998-99	\$12
1999-00	\$11
2003-04	\$18
2004-05	\$26
2006-07	\$20
2009-10	\$26
2011-12	\$36*

\*Proposed amount in Gov. Brown's January 2011 budget

## WEDNESDAY MARCH 2

Students, staff, faculty, parents, and community members are invited to a forum on the **CRISIS** in public education.

**OUR CALIFORNIA FUTURE: QUALITY SCHOOLS FOR ALL ABUNDANT RESOURCES FOR EDUCATION AND PUBLIC SERVICES**

City College Mission Campus,  
1125 Valencia St. Room 109  
7:00-9:00 pm

Co-sponsored by AFT 2121, the California Faculty Association (SFSU chapter), United Educators of San Francisco, Jobs with Justice San Francisco, and Coleman Advocates for Children and Youth.



Above: Maria Guillen, SEIU 1021, emceed the Jobs With Justice San Francisco public kickoff.



Right: AFT 2121 members Warren Mar and Mary Bravewoman were among the 150 activists and community members who showed up to support Jobs With Justice in January. The new San Francisco organization, which has been building solidarity and alliances across communities, has partnered with AFT 2121 and other groups for a March 2 educational forum on the crisis in public education.

# Report on CalSTRS task force for adjunct retirement plan changes

By Sharon Hendricks,  
Retirement Liaison, AFT 1521  
Los Angeles Faculty Guild

## CalSTRS Discusses Options for Part-Time Faculty

At the September 2, 2010 Teacher's Retirement Board of the California State Teachers' Retirement System (CalSTRS) Benefits and Services Committee, we discussed an informational item with options for providing pension benefits to part-time faculty. Full-time faculty members are all members of the CalSTRS Defined Benefit (DB) Program. Faculty members who are employed part-time or work in adult education elect to be members of the DB Program or another program depending on the offerings of the employer. Of the community college faculty members employed in 2009-10, 67.5% were part-time or in adult education. Of those, approximately 62% elected to participate in the DB Program.

For those part-time faculty members participating in the DB Program, there have been complications and issues around the calculation and accumulation of service credit, the calculation of final compensation, and the conversion of unused sick leave to service credit, all complicated further because of part-time faculty members working for multiple employers. CalSTRS has formed a task force, comprising community college employers, part-time and adult education employees, union representatives, CalSTRS staff, and representatives from the CalSTRS Board.

### Three Options

Based upon information gathered from a survey of part-time faculty and the work of the task force, three different possible models were up for discussion:

**Load Model:** This model would use the assigned teaching load as reported by the employer for both full-time and part-time members in order to determine their benefits under the DB Program. This method would be more complex to implement than the current DB Program, but would simplify reporting by employers and the resulting benefits would be more reflective of the service of part-time faculty.

**Minimum Earnings Model:** This model is used by the Colorado Public

Employees' Retirement Association, where a minimum monthly amount of earnings is established (in Colorado's case it's 80 times the federal hourly minimum wage, or \$580), and once that amount is earned for the month, the member earns one month of service credit. Once a member earns ten months of service credit, the member has earned a year's worth. No more than one year's service credit can be earned in a fiscal year. Final compensation is based upon actual compensation rather than compensation earnable, which balances out the rapid service credit accumulation under this model. This model would be applicable to all community college faculty and would not be available to K-12 education members. CalSTRS' evaluation is that this model would provide benefits appropriately reflecting the service performed and would replace an adequate portion of the member's salary.

**Defined Benefit Supplement Model:** Under this, part-time and adult education faculty would not be allowed to participate in the DB Program. The Defined Benefit Supplement (DBS) Program would become the default retirement program if no other retirement plan election is made. Members would contribute 8% and employers would contribute 8.25% of earnings. Members can be eligible for disability and survivor

benefits and annual benefits adjustments, similar to that for the DB Program, if a specified amount of time is worked. This would be the simplest model for implementation and employer reporting, but the level of benefit earned by individual members would depend on how long during his/her career he/she is credited with contributions—the earlier in the career, the better the benefit as opposed to the same contributions made later in his/her career because of the time value of earnings on the investment.

### Next Steps

CalSTRS will be working with community college districts to determine the impact of each of these models on districts' data collection and reporting systems. CalSTRS staff and constituency groups will flesh out each model further and determine how they would be implemented—for example, whether current part-time members of the DB Program would remain in that program or would be converted to the new model. CalSTRS will reconvene the task force in February/March, 2011 to recommend a plan model that would lead to board-sponsored legislation to be introduced in 2012. *(Sharon Hendricks is a candidate for the Community College Representative position on the CalSTRS Retirement Board.)*

## Part-timer meeting on March 2

All adjunct faculty are welcome to attend the upcoming Part-timer Committee Meeting. Topics include SDI, STRS changes, negotiations, parity considerations and much more. For the full agenda visit [aft2121.org](http://aft2121.org).

Wednesday, March 2,  
Ocean, Arts Room 314  
3:00-4:30pm

## what's the union done for me lately?

### 403(b)s: Read the fine print

If you have a 403(b) with the college, which is administered through third-party administrator Retirement Manager, a wholly-owned subsidiary of VALIC, the following cautionary tale may be relevant to you: A member decided to transfer all the contents of her 403(b) account with VALIC to TIAA-CREF. She told the VALIC representative, but that representative failed to remind her that it is VALIC's policy to withhold a five-percent surrender charge when a transfer is made too soon in the life of the account.

Our member did not recall seeing that restriction on the original paperwork she signed and was shocked when five percent of her money was missing from the amount that TIAA-CREF received. After fighting with VALIC over this for a couple of

months last fall, she contacted the Union to see if we could help. Meanwhile, VALIC informed TIAA-CREF that the client wanted the money returned to VALIC, which wasn't true. Our member had to get on the phone and intervene to keep her money at TIAA-CREF.

We contacted VALIC and at first got nowhere. The member alerted John Garamendi's office. Meanwhile, we persisted with VALIC, threatening to carry the issue to the level of challenging the Retirement Manager's contract with CCSF and demanded to see the document that VALIC representatives said our member had signed. VALIC stewed over this for a few more weeks and then did a complete turnaround, returning the five percent to our member.

Be advised that most 403(b)s have back-end or "surrender" charges, which may lessen as the 403(b) ages. We think it is very important that anyone who has a 403(b) with the District be completely clear when they sign up—and again when they want to withdraw or transfer any funds—just what consequences there might be to such changes. This applies to any of the 403(b)s. If our member had left her money in VALIC's hands a couple more years, their rules state that there would have been no surrender charge for the fund transfer. So please, read the fine print carefully. And if you think that your investment company is violating its contract with you, let us know. We might be able to help prove you right.

# Confronting rising health care costs

## CCSF prospects better than expected

By Chris Hanzo,  
AFT 2121 Executive Director

### Rising Health Care Premiums and Subsidy Differentials

AFT is taking a close look at rising health care costs and their impact on employees. Tables below detail the rise in District and employee health premiums under Health Service System (HSS) plans from 2007-08 through the current year. Blue Shield has exacted double digit increases over the last three years (13%, 14%, and 11%) while Kaiser's increases have been more moderate (7%, 6%, and 4%). City Plan premiums have generally risen at the highest rates, driving all but a few employees to the other plans.

For the last three years, AFT has negotiated a relatively higher District subsidy to Blue Shield and City Plan employees compared to Kaiser, in an

**“The unrelenting increases in the cost of health care...point to the absolute necessity for reforming our health care system.”**

effort to maintain options for health plans other than Kaiser. (See the amounts in “District Contribution” for the different health plans in the table below.)

However, for the coming year, Blue Shield is moderating its rate increase. AFT 2121 will revisit the issue of the differential in District subsidies at its February 22 Delegate Assembly meeting. AFT members can weigh in on this issue by speaking to their precinct reps and/or by attending the February 22 meeting, which will held from 3:00 to 5:00 p.m. at Mission campus, Room 277.

### Health Care Reform More Critical Than Ever

AFT and the District will also be addressing the larger issue of rising health care costs both for active employees and retirees. In reality, with deep cuts in State funding and the absence of any cost-of-living increases for employees, neither the employer nor employees can afford these increases. The unrelenting increases in the cost of health care are truly unsustainable and point to the absolute necessity for reforming our health care system. Without reform, our cash-strapped schools, cities and agencies, like businesses in the private sector, increasingly face economic ruin. Without reform, more people will lose access to health care. We must continue to push through our union, working in coalition, for real reform at both the state and national levels. ([chanzo@aft2121.org](mailto:chanzo@aft2121.org))

## New Provision on Temporary Upgrades and Substitutes

AFT and District bargaining teams have reached agreement on a draft contract provision setting out a new policy on the employment of day-to-day substitutes and a temporary upgrading procedure for current part-time employees when unplanned vacancies occur. The draft agreement now goes to the Board of Trustees and to the AFT Delegate Assembly for review and approval.

The new provision sets limits on both the employment of day-to-day substitutes in accord with Ed Code law and on how long an employee can be paid at the lower sub rates. The provision will inaugurate an expedited hiring procedure for upgrade of current part-time employees when unplanned temporary vacancies occur because of sudden leaves or increases in student enrollment. Department chairs will be able, with Vice Chancellor approval, to convene a committee and select a qualified part-time employee who is available to take on the unstaffed assignments without having to go through the normal full hiring process. There are currently about 14 temporary upgrades being piloted this semester. These employees are filling unplanned vacancies, working above the 67% FTE threshold, and earning 100% pro-rata pay for their entire workload.

The draft provision will be available soon at the AFT 2121 website or by calling the office at 585-2121. With final approval, the new temp upgrade and substitute provisions should be in place for Fall, 2011.

CCSF Certificated Medical Benefit Rates: 2007-08 Through 2010-11

2007-08 Semi-Monthly Rates				
	Employee (Ee) Premium	District Contribution	Total Amount	% Change in Total Amount from Previous Year
<b>Blue Shield</b>				
Ee Only	\$5.08	\$201.57	\$206.65	--
Ee + 1	\$98.71	\$314.07	\$412.78	--
Ee + 2	\$250.54	\$322.40	\$572.94	--
<b>City Plan</b>				
Ee Only	\$47.39	\$201.57	\$248.96	--
Ee + 1	\$150.73	\$314.07	\$464.80	--
Ee + 2	\$347.37	\$322.40	\$669.77	--
<b>Kaiser</b>				
Ee Only	\$3.47	\$201.57	\$205.04	--
Ee + 1	\$95.48	\$314.07	\$409.55	--
Ee + 2*	\$246.07	\$322.40	\$568.47	--

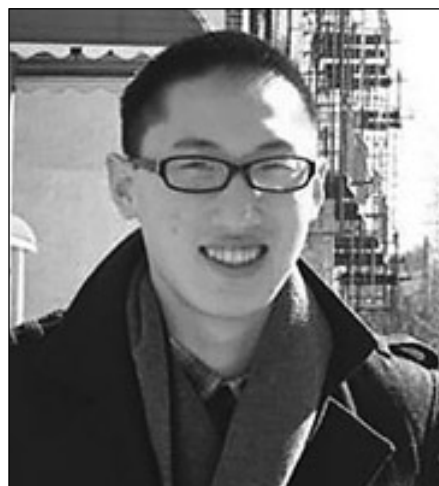
2008-09 Semi-Monthly Rates				
	Employee (Ee) Premium	District Contribution	Total Amount	% Change in Total Amount from Previous Year
<b>Blue Shield</b>				
Ee Only	\$11.30	\$222.90	\$234.20	13%
Ee + 1	\$102.99	\$364.90	\$467.89	13%
Ee + 2*	\$253.61	\$408.23	\$661.84	16%
<b>City Plan</b>				
Ee Only	\$148.04	\$222.90	\$370.94	49%
Ee + 1	\$286.81	\$364.90	\$651.71	40%
Ee + 2*	\$507.40	\$408.23	\$915.63	37%
<b>Kaiser</b>				
Ee Only	\$3.47	\$215.70	\$219.17	7%
Ee + 1	\$95.48	\$342.34	\$437.82	7%
Ee + 2*	\$246.07	\$373.22	\$619.29	9%

2009-10 Semi-Monthly Rates				
	Employee (Ee) Premium	District Contribution	Total Amount	% Change in Total Amount from Previous Year
<b>Blue Shield</b>				
Ee Only	\$26.00	\$240.45	\$266.45	14%
Ee + 1	\$116.19	\$416.19	\$532.38	14%
Ee + 2	\$285.31	\$467.79	\$753.10	14%
<b>City Plan</b>				
Ee Only	\$163.69	\$240.45	\$404.14	9%
Ee + 1	\$371.12	\$416.19	\$787.31	21%
Ee + 2	\$638.09	\$467.24	\$1,105.33	21%
<b>Kaiser</b>				
Ee Only	\$1.00	\$231.18	\$232.18	6%
Ee + 1	\$80.00	\$383.85	\$463.85	6%
Ee + 2*	\$236.67	\$419.45	\$656.12	6%

Current (2010-11) Semi-Monthly Rates					
	No. of Fac.	Employee (Ee) Premium	District Contribution	Total Amount	% Change in Total Amount from Previous Year
<b>Blue Shield</b>					
Ee Only	313	\$34.44	\$262.43	\$296.87	11%
Ee + 1	156	\$130.80	\$462.43	\$593.23	11%
Ee + 2*	109	\$300.44	\$538.76	\$839.20	11%
<b>City Plan</b>					
Ee Only	26	\$200.90	\$262.43	\$463.33	15%
Ee + 1	12	\$443.57	\$462.43	\$906.00	15%
Ee + 2*	3	\$732.62	\$538.76	\$1,271.38	15%
<b>Kaiser</b>					
Ee Only	329	\$0.00	\$240.85	\$240.85	4%
Ee + 1	159	\$80.00	\$401.17	\$481.17	4%
Ee + 2*	82	\$236.67	\$443.98	\$680.65	4%

\* This amount folds in the previously negotiated \$200 annual additional subsidy for employee+2 premiums (\$8.33).

# City College student tells the story of his 66-day incarceration



By Steve Li, CCSF Student

On a sunny morning, like any other school day, I was in the bathroom getting ready when there was a loud knock on the door. I didn't want to answer it since no one ever comes that early in the morning without notice. So I woke my mom up to see if she was expecting anyone. She said no, but they kept knocking. She got up and went to answer.

That's when five officials dressed in black rushed in and searched the apartment. I was brushing my teeth when one opened the door and told me to get out and get dressed. I kept asking what was going on, but they wouldn't tell me anything. Finally one of the officers asked if I knew why they were here and told me that I was undocumented and they would

be deporting me back to Peru.

This is the only home I remember; my goals and dreams have always been in the Bay Area. I followed their orders, thinking it was just a mistake and that I would be back at school later that day.

Outside I was searched and handcuffed. My mother was, too. I was separated from my parents, and we were taken to Sacramento and thrown into jail where I was treated like a criminal. I went to bed hungry every night, physically and mentally exhausted.

Every day I woke up thinking that I should be going to school rather than locked up 23 hours a day. I kept asking what was happening, but I couldn't get anywhere. Immigration officers never came to the jail. The thought of being forced to leave my home and go to a country where I no longer know anyone was devastating. It was mind-boggling not being able to turn to anyone for answers.

After three weeks in the Sacramento County Jail, things started to sink in, and the little hope I had left disappeared. I was flown to Arizona, far away from my family and friends, without being able to contact anyone.

There I spent three days in a room the size of the City College cafeteria with around 200 other people. We slept on the floor in our clothes, and I could smell the sweat and body odor of everyone around me. Some, caught crossing the border, still had mud and dirt on them; others were sick, coughing vigorously. We were packed in tight and only allowed to move to go to the bathroom.

High fences with razor blades and electrical wires surrounded the Detention Center in Arizona. In the middle of nowhere, the facility had cameras and security guards everywhere. I told myself this was a nightmare and I would wake up any day now. But days turned into weeks and weeks turned into months.

The stories of others in the facility, from different parts of the world, really touched me. There were many young people like me. I met someone from Guatemala who had come here with his parents when he was very young. He had no say in immigrating and was just finishing high school when Immigration and Customs Enforcement took him into custody in Los Angeles. Now he, too, expected to be sent back to a country he had no memory of.

I was lucky to be living in the Bay Area and that my community

organized to bring me home, eventually convincing Senator Feinstein to introduce a private bill to stop my deportation. But there are many DREAMers who are still incarcerated in Arizona and elsewhere. We want a chance to pursue our education, use our degrees, and give back to the communities we grew up in and love.

This is not a Hispanic or an Asian issue. This is an American issue that affects all of us. We are incarcerating and deporting future doctors and scientists. We are America's future. We want to make a difference. I still believe that the U.S. is a great nation, a moral nation. I believe that Americans, if given all the facts, will do the right thing.

This will happen to more and more students, friends, and neighbors. We have a broken immigration system, and we need to fix it. I don't want other students to go through what I went through. This is why it is so important to pass the Federal DREAM Act.

AFT 2121 has changed its website and email addresses from .com to .org.

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