

# union action

VOICE OF AFT 2121



## Responding aggressively to budget cuts

May actions a stepping stone for escalating actions in the future

4-5



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Community College  
Federation of Teachers

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## No to cuts, yes to taxes There is a different way



By Alisa Messer,  
AFT 2121 President

For the last dozen-plus years I've lived on a timeline measured by semesters; as a teacher, I have treasured and dreaded these last weeks of the semester as I review with students what we've accomplished in class and how ready we are to move on. This is a time, for me, to consider what I could have done to help students go farther as well as turning to next semester to think about what I will change for the better. Semesters are a liberating schedule to live on: the next one always offers a chance to bring it more together, to learn how to get even clearer. Faculty members get repeated chances for renewal.

But there are other timelines to worry about—fiscal and legislative cycles. The stakes are of a different scale, especially for the state budget, which never corresponds to district needs or planning. These timelines play out first on the state level, and this year that process has been complicated, to say the least. Despite changes in both state leadership and law, we find ourselves yet again heading out of a spring semester and into an unknown budget for next year.

Locally, that means we are once again working with a set of unknown numbers, and even as the semester ends and we continue to try to fix the meaning of those numbers for all of us, the college, and our students, AFT 2121 will be communicating via email and at [aft2121.org](http://aft2121.org) to let

you know about budget news. If you are not receiving emails or will use a different summer address (we recommend a non-CCSF address), please let us know to add or update you: 415-585-2121 or [aft@aft2121.org](mailto:aft@aft2121.org).

All told, the funding outlook is discouraging for the near-to-medium-term future: slightly more than one-third of California's legislature continues to hold the state's educational future hostage to an "all-cuts, no taxes, keep-the-loopholes" mentality.

When we worked to get Proposition 25 passed last year, we knew that it was only halfway there as a solution; with a continued "super-majority" necessary to raise taxes, there would still be a battle at times when revenues were scarce. Though it now takes only 50% plus one to pass a budget, and it continues to take 50% plus one to cut taxes, the legislature continues to require two-thirds to raise them.

We'll need increased taxes if we are going to save California's educational system for the current students, or for future students who could be turned away. In the shorter term, the Legislature may move to enact the tax extensions that would have been voted on in a June special election. In the longer term, the California Federation of Teachers and its Fight for California's Future Task Force is building with other groups toward a package of progressive tax initiatives, including the 1% on the 1% concept, for the state's next scheduled major election, fall 2012.

The short-to-medium term is really the most pressing for the students who are losing opportunities, and teachers, and school nurses, and classes, and transfer opportunities, and so on—now. And it is very real for the faculty and staff and other workers in the state who stand to lose their incomes and their health benefits under the present, all-or-mostly cuts budget picture.

As the adage goes, taxes are the price we pay to live in a civilized society.

Despite the current and constant implications that we, as public employees, are somehow not also taxpayers, April has just passed, and we're all more than cognizant of the

taxes we contribute. Likewise, our students and their families pay taxes, and starting this fall many of them will pay even more because their fees to come to CCSF have been raised by nearly 38%. Studies show that unauthorized and undocumented immigrants in California also contribute billions in state and local taxes each year—and of course get no rebates if they overpay. In short, we all contribute, monetarily, to the network that makes our society possible to live and grow in, to the safety nets that help those of us in need—even, unfortunately, to outrageously expensive wars abroad.

Most of us do, at any rate. We know, thanks to the *New York Times* and others, that General Electric doesn't contribute, and other major corporations pay little to no taxes when all the accounting is done.

And we know that in California, the wealthy pay less of their fair share, despite owning more of the wealth. The California Budget Project's most recent analysis shows that the state's lowest-income families pay the largest percentage of their incomes of any group while more than 2,400 California households with incomes of \$200,000 or more pay no personal income tax to the state. During the years when Ronald Reagan and Pete Wilson governed California, the tax brackets were 10% and 11% for the highest income earners; now, the highest bracket is only 9.3%, and that rate starts for folks making \$46,766 and more per year.

This is the time. Legislative action isn't everything, but it is a component. A bill introduced by Assemblymember Nancy Skinner, AB 1130, seeks to roll back towards those previous, fairer tax rates from the Reagan/Wilson era, adding a 1% tax on all Californians making over \$500,000 a year. (You can check our pay schedules: that's definitely not us. Or our students.) AFT 2121 and the California Federation of Teachers support this bill, and the CCSF Board of Trustees unanimously does as well. Please take a moment to use 2121's new legislative point-and-click system at [aft2121.org](http://aft2121.org) to send a message to your legislator urging support. ([amesser@aft2121.org](mailto:amesser@aft2121.org))

### On the cover:

The Mission Campus Peace and Justice Club, including Ana Fisher (far left), marched from 24th and Mission to the Civic Center Plaza on May 1, International Workers' Day. See page 5.

Photo: Jessica Fisher

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## AFT Calendar

**Tuesday, May 24**  
Delegate Assembly  
Ocean, Arts Room 302  
3:00-5:00 pm

**Friday, August 12**  
Flex Day  
Independent Study

Save the Date!!  
**Monday, August 15**  
Flex Day  
3rd annual Retirement/  
Financial Planning Day

**Tuesday, August 16**  
Flex Day  
Professional Development

# Q Will fair business taxes “kill California jobs”?

# A No

**A**ny time the topic of fair business taxes comes up in California, you can bet the standard arguments against it will be:

- “California is already a high tax state for business”
- “Businesses will have to close and move away if we pass this tax”
- “Californians will lose jobs”
- “Taxing corporations will hurt small businesses”

None of these arguments are true, but they’ve been repeated so many times a lot of people think that they are.

## Assertion:

**“California is already a high tax state for business”**

## NOT TRUE.

California rates 13th in the country in corporate tax rates, at 8.84%. But the effective corporate tax rate is much lower—4.7%—due to various tax credits and loopholes, according to a study by a business-friendly group, the Council on State Taxation. Its spokesperson admits, “California is pretty middle-of-the-pack when it comes to business taxes.”

In 1980 California corporations contributed 15% of the state’s revenues through taxes. Today they pay just 11%. That represents several billion dollars not going to schools and public services, and higher taxes for the rest of us.

## Assertion:

**“Businesses will have to close and move away if we pass this tax”**

## NOT TRUE.

Businesses do not decide where to locate based on a single factor. Business taxes typically rank low on a list that includes factors such as the following: proximity to markets; availability of labor; quality of schools, hospitals, and transportation networks and other infrastructure; and energy costs. State and local tax costs are usually less than 2% of the cost of a business, and often close to 1%. Thus if a proposed tax on business would raise that tax by, say, 1.3% (the size of a recent increase in Oregon), that comes to 1.3% of 2%, or a .026% increase in business costs.

California is the only oil producing state (of 21) that has no oil severance tax. Where will Chevron go if we impose such a tax? Texas? Alaska? Those states already have this tax—not to mention the only place to drill for California’s oil is in California!

Businesses that leave California do so for reasons other than taxes. For instance, in 1975 California boasted 6 auto plants that employed 30,000 autoworkers. Nearly all of these plants were profitable when they were closed;

they were just not as profitable as plants in Mexico and China, where labor costs are far lower than American standards. These companies left to chase the cheapest exploitable labor, not because of taxes.

## Assertion:

**“Californians will lose jobs”**

## NOT TRUE.

No business guarantees that they will produce jobs in exchange for tax loopholes; they just demand the loopholes. Tax credits on the books in California right now give corporations billions of dollars, but no study has shown these create jobs, and corporate lobbyists have always killed legislation to force them to provide information that could assist these studies.

## Assertion:

**“Taxing corporations will hurt small businesses”**

## NOT TRUE.

Many tax credits and loopholes are applicable only to large corporations. The tax loopholes handed out in 2009, “elective single sales factor apportionment” and “tax credit transfers,” worth over a billion dollars, affect no small businesses at all; they are only operative for national and global businesses that do business in California.

## Conclusion:

**California needs fair business taxes**

Profitable businesses are not going to move if California raises business taxes by a reasonable amount, which is what other states are doing right now to address budget deficits in the recession. Rather, restoring public education and other vital service funding will help make California an attractive place to do business. We need a properly funded public sector, which nourishes a strong economic environment with good roads, high speed internet access, good public transit, a healthy population, and a solid education system from kindergarten through university. Only such an environment produces the creative workers and knowledge base necessary to innovate new industries and the sustainable economy we need, while maintaining a high standard of living. On the other hand, continuing to de-fund the public sector will be the most effective “job killer” and California-killer conceivable.

*From the California Federation of Teachers. Sources: “The Truth About California’s Business Tax Burden,” December 2008, California Tax Reform Association, [www.caltaxreform.org](http://www.caltaxreform.org), and from “California’s business tax burden no heavier than average,” L.A. Times, 10/24/10. For more on progressive tax policy, go to [www.cft.org](http://www.cft.org).*

## Full-time job opportunities continue despite fiscal crisis at CCSF

Full-time job opportunities for part-time faculty at CCSF have continued despite the economic recession and cuts in State funding. Chancellor Griffin is urging departments, particularly those with high part-time to full-time ratios, to apply for full-time consolidation positions where the consolidation does not threaten the employment of current part-timers. The number of full-time positions at CCSF now stands at 824, an all-time high at CCSF, not counting those full-timers on unpaid leaves. The number of part-time faculty has dropped below 1000 for the first time in many years to 976. The number of retirees currently reemployed to work part-time is 52.

A total of 18 full-time temporary upgrades also occurred this spring 2011 semester under a new agreement, Article 26, Temporary Employees and Substitutes, that will be fully implemented beginning this fall. Instead of relying on emergency hires or day-to-day subs, departments, with approval from the Vice Chancellor, will be able to upgrade part-timers to temporary full-time through an expedited selection process.

# Stop the creation of an educational "toll lane"

By Alisa Messer,  
AFT 2121 President

The pressures of the budget crisis on our systems bring new threats that have implications beyond the budget. We are all concerned about the damage of the cuts, but we must be especially vigilant about upholding our values and our commitment to student access for California's most vulnerable students. Proposed legislation AB 515 would create a new access hierarchy in community colleges, one based upon ability to pay (or borrow). Colleges would be authorized to offer extension classes bearing credit and transferability as though they were part of our regular curriculum. Students would be charged the full cost of instruction for such courses (presumably similar to the per unit fee level charged to international and out-of-state students). There would be no eligibility for Board of Governors waivers.

## Opposition to AB 515

All of the faculty organizations (AFT 2121's state affiliate, the Community College Council of the California Federation of Teachers; the Community College Association of the California Teachers Association; the Faculty Association of California Community Colleges; and the Academic Senate for California Community Colleges), as well as the California Labor Federation, are

strongly opposed to the bill. Assemblymember Julia Brownley (D-Santa Monica), who introduced the bill, was CFT's "legislator of the year," and she has been a strong legislator, but this bill is wrong-headed. Unfortunately, it has enthusiastic Republican support and, because of its author, some Democratic support too. Some college presidents, chancellors, and trustees are very strongly supporting the bill, as is the Community College League. It is truly sad to see such division within the system.

## Competing with for-profits

There are claims that the extension classes "will not supplant" regular course offerings, but at a time when classes are being reduced all over the state, how will we guarantee this? The League states, disturbingly, that if AB 515 passes our colleges will "make available a more reasonably priced alternative in comparison to tuition charged by 'for-profit' colleges." Thus, part of the misguided argument in favor of the bill and the plan for pay-to-play extension classes is that it would better enable community colleges to "compete" with for-profit institutions (the DeVry and Phoenix universities that have been so much in the news as the public begins to understand how their practices scam students).

We know the value of higher education and the investment it rep-

resents. Our students come to us for all kinds of good reasons, including transfer and retraining—and the mission of our college has been broad enough to capture those needs. At City College, our increasing focus on helping students—particularly those who have been underserved in the education system—reach their educational goals, helps more and more succeed, even in these bleak budgetary times.

## More access for those who can pay?

AB 515 would benefit some students: those with the ability to pay. It would create a veritable educational "toll lane." We do not wish to institutionalize a two-track system, essentially private or for-profit colleges within our colleges, providing easy access to those able to pay more than \$200 per unit. This is no budget solution—students without sufficient resources would continue to suffer from the educational underfunding our system has seen.

Our colleges need funding and we need revenue—but not at the high price of compromising our mission to serve students in a system that was intended, in California's Master Plan for Education, to be not just low-fee, but no-fee. ([amesser@aft2121.org](mailto:amesser@aft2121.org))

*Carl Friendlander and Judy Michaels contributed to this piece.*

## SO, WHAT IS THIS MASTER PLAN?

In 1960, the UC Board of Regents and the State Board of Education set up a plan for post-secondary education in California, codified into law as the Donahoe Higher Education Act of 1960. Each of the three systems of higher education, the University of California (UC), the State Colleges (now CSUs), and the junior (now community) colleges had a clarified role, with specifically targeted student populations, and all were tuition free. It has been tinkered with over the years, but the legislation for the Master Plan for Higher Education has never been repealed.

## California's Master Plan: Abandoned

By Gus Goldstein,  
AFT 2121 Vice President

The ideal of a public education for the public good—to prepare citizens to participate fully in the democratic process to compete with an equal footing for the betterment of the collective—were the principles behind a free public education. These principles were safeguarded until Proposition 13 became state law and community colleges imposed mandatory student fees, ending accessibility for all. The principles of a free public education have been all but lost in the current political and budgetary debate.

We owed that free public education to the Educational Master Plan of 1960, visionary enough to include not only community colleges (junior colleges, then) but also the UC and CSU systems as tuition free for the betterment of the whole society—economically and politi-

cally, collectively and individually. Technically these institutions have remained "tuition free" ever since, but the imposition of "fees" has amounted to the same thing, robbing California's students of their right to a free education and increasingly robbing California of the public benefit that would have derived from those educated community members.

Fees are selective taxation. The affluent are not affected and in some cases, the poor may get financial aid. It is the middle-income family which feels the bias. The late bloomer, the re-entry woman, the senior citizen, the high school dropout, and the unemployed seeking retraining are discriminated against. The adoption of fees has closed the door to many. As they increase, the problem worsens, and it cannot be remedied by more student aid. There will never be sufficient grants to cover all who need them, and student loans leave

graduates saddled with debt before they even find a job.

The effect of increasing fees on community colleges may not be apparent because as our usual student population is squeezed out, students from the UC and CSU systems, whose "fees" have skyrocketed, will take their place, making it look as though our numbers are unaffected.

In any community in the state, it's apparent many of the leaders in government, business, health, labor, and education started out at a community college. These leaders stand as vivid testimony to the value of a tuition-free community college system. As fees are raised repeatedly, those leaders who do not protest will have to admit, "We got ours; you pay for yours." ([ggoldstein@aft2121.org](mailto:ggoldstein@aft2121.org))

For more on the history of the Master Plan and fees, see the state Academic Senate's 2004 paper, "What's Wrong With Student Fees?" which informed parts of this piece.

# MAY ACTIONS

Jessica Fisher



Jim McKinney, Allan Fisher and Alisa Messer marching on International Workers' Day, May 1, in defense of immigrants' rights (left).

Allan Fisher



Protestors swarm Sacramento's Capitol Building on May 9 during the Week of Action (right and below).

Allan Fisher



## New CFT president ready to fight

Josh Pechthalt, the new president of the California Federation of Teachers, says that coming out of the CFT convention in March, a group of people decided they wanted to take the energy of the election and immediately start thinking about what they could do. What they came up with was the Week of Action, May 9- 15. Part of the reason for the dates was the significance of May 15 in the K-12 world—it's the day teachers find out whether or not they're laid off.

"In thinking about what a proper response was to probably thousands and thousands of lay offs, we decided a Week of Action could do several things," Pechthalt said. "It could send a message to the broader community that the education world is ready to fight to stop these massive cuts."

It's not really about one week, though. "The attack on public education is not going to end with this budget cycle. We're very likely to continue to see cuts to education in the foreseeable future," he said. "The education community is going to need to respond more aggressively. The May actions are a stepping stone, a building block, for escalating actions in the future."

The solution may not be easy to get to—but it's pretty clear, Pechthalt added.

"We know that one way out of this budget crisis is for wealthy Californians and corporations to pay their fair share," he said. "If they were paying their fair share the remaining \$12 billion budget deficit could be eliminated, and if we taxed the top one percent an additional four percent, we could have a reasonable budget for education. And they'd still be doing fine. They wouldn't have to be clipping coupons."

Chris Hanzo



Chris Hanzo



Students and faculty members at a teach-in on tax fairness at Ocean Campus May 10 (right and below).

# Legislation addresses part-timer concerns

By Hugo Aparicio,  
Business Department

## SB 114 – Part-time academic salary schedules

SB 114 requires all the districts in California to place part-time community faculty on comparable salary steps as full-time faculty with similar academic preparation and years of experience. San Francisco has already accomplished this (yes, we are progressive). However, the majority of districts in California do not give salary placement credit to part-time faculty for advanced degrees or for professional development study. This does not happen with full-time faculty where the level of education is properly recognized. This inequity has implications for part-timers such as lower retirement benefits.

## AB 383 – Part-time faculty protection from excessive full-time overload

AB 383 provides job security for part-timers and ensures continuity and stability by prohibiting a full-time instructor from being assigned a teaching workload when the overload or extra assignments exceed 50% of a full-time workload in any semester that commences on or after a specified date. This translates into more classes available for part-time faculty that otherwise would be assigned to full-time faculty.

## AB 852 – Part-time faculty reemployment preference

AB 852 provides that a part-time faculty member has a right of

first refusal for teaching assignments in his or her faculty service area, subject to any greater rights provided in a collective bargaining agreement or otherwise provided by a district.

## Don't be a single marshmallow

I once attended a conference and the presenter had a glass jar full of small marshmallows. As he spoke, he would sporadically take a marshmallow from the jar and throw it at the audience. The audience was having lots of fun catching the marshmallows. Some really stretched out and showed off their catching abilities. At one point the speaker took the whole glass jar and pretended to throw it at the audience. As he swung, people ducked to avoid being hit. It was not funny anymore! What was the lesson? If an individual acts alone (a single marshmallow) he or she might not be heard or not be taken seriously. However, if individuals act as a group (marshmallows in a jar) their voice will be heard and noticed and people will either duck to avoid them or address their demands. By joining a union and supporting its cause, you will become part of a group that will have a strong voice and will achieve great objectives in protecting our education system.

Thanks to Phyllis Eckler, Chair of the CFT Part-Time Committee, for providing information for this article. (Hugo is AFT 2121's representative to the statewide CFT Part-timers Committee. [haparici@ccsf.edu](mailto:haparici@ccsf.edu))

## Retiree benefits for adjunct faculty

Part-timers: If you are about to retire and want to stay covered in the Health Service System, this is for you. AFT 2121 and the District have agreed on how to provide medical benefits to retiring part-timers. Since the retiree must bear all the cost, it isn't cheap, but for some it will be preferable to any alternatives. (To calculate the cost, go to the HSS website and look at the cost of benefits for retirees, adding together the "city pays" and the "retiree pays" columns.) The agreement also specifies that one can continue with the Delta dental plan, again paying the whole cost, which is what retired full-timers do, as well

If you think you need this benefit, be sure to notify the District before you retire. Arrangements will be made to deduct the cost from your STRS benefit, if it is sufficient to cover. And one thing that is paramount: You cannot drop your coverage from CCSF and then rejoin at a later date. You must keep your coverage continuously. The only "exception" is if you have opted for COBRA coverage, in which case you will be able to move from COBRA to this plan.

"It was the best of times, it was the worst of times." This quote reminds me of the struggle we have ahead of us because the education system in this country is being challenged and the outcome will depend on how much we care about it.

There is no better time than now to be united and fight for changes that will make a strong education system. We have an opportunity to participate and support institutions that are protecting our education system. Our children and grandchildren will look back at what we faced and will either hate us because we took no corrective action or admire us because we united and fought for what was right. There is no doubt that education is under siege, and we have the responsibility and moral obligation to protect it.

So, why is now the worst of times? Never in recent history has the education system and those who work in it been blamed for the ills of the economy, and it is facing drastic changes that could be detrimental.

Fortunately, the California Federation of Teachers (CFT) is at the vanguard, working on a number of pieces of legislation. Although there are bills that address different issues (AB 85, 383, 401, 451, 501, 617, 815, 852, 1101, SB 114, 740 and others,) I want to mention the following three that impact part-time faculty. For more explanation of the current status of different bills, go online to [www.leginfo.ca.gov](http://www.leginfo.ca.gov).

# Making judicial history with part-timer benefits

By Rodger Scott,  
AFT 2121 Executive Board member

Standing attorneys, Bob Bezemek and Katie Riggs, brought and won the *Cervisi* case in 1989, which made judicial history and has provided millions of dollars to contingent faculty throughout California during the summer and fall-spring intersession. Advising and representing faculty who deserve and need unemployment benefits is a big step toward justice in the workplace as well as an effective organizing activity.

Many of us may not be aware that neither contingent faculty nor migrant farmworkers had unemployment insurance until 1977, when Special Unemployment Insurance

(SUI) was created to cover both groups. SUI coverage began when Local 2121 was in the struggle to become the Collective Bargaining Agent in the San Francisco Community College District. We had the good fortune of having several outstanding AFT reps assisting us at different points during that campaign, including Lloyd Zimmerman and Vinnie Russell who helped us with unemployment benefits. Both recognized that getting unemployment benefits for the most exploited workers in public education was what good unionists should do, and it contributed to our winning the Collective Bargaining election by a margin of four to one.

Not long after that victory, AFT reps Zimmerman and Russell also

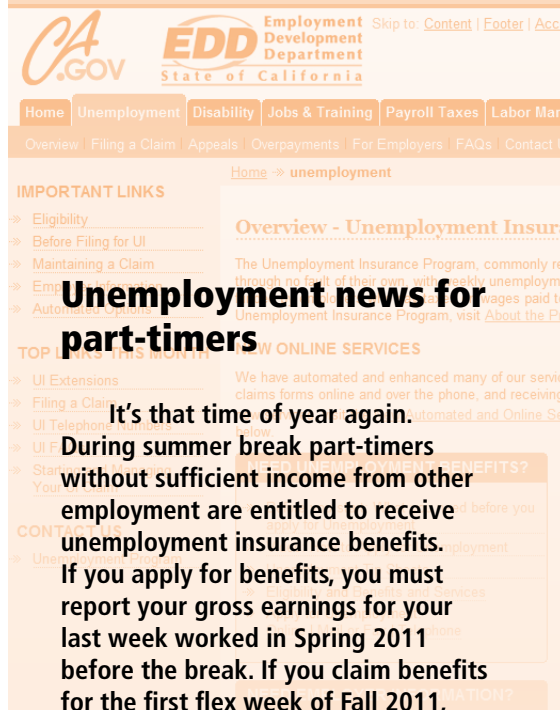
played a crucial role in modifying the language in the California Unemployment Insurance Code, which helped us win individual and mass appeals and ultimately the precedent-setting *Cervisi* decision. Before and since *Cervisi*, activists in Local 2121 have participated in unemployment workshops, assisted and advised activists in California and other states, and represented contingent faculty in unemployment hearings in Northern California.

The only good thing we've discovered about being a "temporary" employee in perpetuity is the eligibility to receive unemployment benefits when there is no assignment and no pay. It's hard to imagine more important work for good unionists to be doing. ([rscott@ccsf.edu](mailto:rscott@ccsf.edu))

## Unemployment news for part-timers

It's that time of year again. During summer break part-timers without sufficient income from other employment are entitled to receive unemployment insurance benefits. If you apply for benefits, you must report your gross earnings for your last week worked in Spring 2011 before the break. If you claim benefits for the first flex week of Fall 2011, you must report your gross earnings for that week. You may also have to report your gross earnings for the second flex week of Fall 2011.

For guidance in applying for unemployment benefits and for detailed instructions on how to report gross earnings, go to the union website at [www.aft2121.org](http://www.aft2121.org) and click on Unemployment News for Part-Timers. If you have any questions or need help with an appeal, call the union at 415-585-2121.



## AFT 2121 members support retiree chapter

By Patty Chong-Delon,  
Continuing Students Counseling

Retirement security for all, along with healthcare access and public education, are under attack across the United States. The American Federation of Teachers' retirement committee recently stepped up organizing of retiree chapters and strengthening existing chapters by leading a retiree leadership seminar. I attended the training at the National Labor College in Silver Springs, Maryland, with AFT 2121 retiree Ann Killebrew and twenty-one other retirees from eight different states.

Days were packed with activities: networking with other union members from the eastern part of the United States; listening to presentations of federal and state issues; figuring out what makes an effective retiree chapter; learning to use social media for communication; and developing an action plan to reactivate our retiree chapter.

Hearing from people about what is happening in their GOP-dominated states underlined the reality that each generation needs to fight and win their democracy all over again. People need to be visible and participate in the labor move-

ment to keep the rights of the middle class.

Along with hearing from people in Wisconsin about Governor Scott Walker stripping collective bargaining rights from public employees, we learned about two bills in Florida designed to hurt workers. One would make all new hires go into an uninsured savings plan (AKA defined contribution). The other would prevent electronic payments for union dues, weakening unions.

From all the states represented at the seminar, we heard stories about blaming the budget crisis on social security and pension plans, privatizing healthcare and education, and providing substantial tax breaks for corporations and the wealthy.

Here in California, we have our stories as well. The effort to extend existing taxes is being blocked from even being put on the June ballot by some Republican lawmakers. Not having the funds from those taxes would mean services around the state, including City College, would be in dire financial straights—even more dire than now.



AFT 2121 members Ann Killebrew (bottom row, second from right) and Patty Chong-Delon (second row, third from left) attended a retiree training in Maryland.

The rich and powerful want to weaken and break unions. The reason for this struck me at the National Labor College: Unions are the most powerful voice for workers, teaching them how to mobilize as a group in solidarity for a common cause. Together workers can combine resources, leverage strength, and, as a large constituent block, be heard and taken seriously.

We are building our retiree chapter, and we plan to create a vivacious, social, and politically active membership where members are engaged in local, state, and nationwide action and advocacy. Help organize and develop AFT 2121's retiree chapter so it is relevant now and for future generations. ([pchongde@ccsf.edu](mailto:pchongde@ccsf.edu))

### Save the date! August 15, 2011 Retirement and Financial Planning Day

A reminder: On Monday, August 15, 2011, Independent Flex Day, AFT 2121 will host for all faculty its third annual "Retirement and Financial Planning Day" on the Ocean Campus. This event has been very popular with faculty. Workshop topics will tentatively include the following:

Different types of retirement plans  
Financial planning

CalSTRS retirement plans (multiple workshops)

Social Security and Medicare  
403(b), 457, and 529 payroll deduction plans at CCSF

Self-directed IRA's

Non-financial aspects of retirement  
Retiree issues

Wills and living trusts

Long-term care insurance

HSS Retiree health benefits

Protecting public pensions, Social Security, and Medicare

Workshops will be presented in the morning and afternoon. Schedule and registration information will be provided later. In the meantime, mark your calendar.

## Three decades of helping CCSF students



Rosemary Brinson

By Gus Goldstein,  
AFT 2121 Vice President

After 31 years serving the students and her colleagues at City College of San Francisco, AFT 2121 Executive Board member Rosemary Brinson is retiring. Rosemary has worked in the counseling department—most recently in Continuing Students—her whole career here, serving at different times as Dean of Students, Chair of Grading Policies Committee, Scholarship Coordinator, and member of the Academic Senate Executive Council.

She has been actively involved with AFT 2121, serving as a member of various committees, as well as on the Executive Board.

Most notable has been her service on the Voluntary Sick Leave Bank (VSLB) committee. Her devotion to that work is legendary. Having received the benefit of this important provision of the contract, she became an advocate and a member of the VSLB Committee, only to need the benefit again some years later when she nearly died of a major stroke suffered while attending a California Federation of Teachers' convention. (Such dedication!). She sees herself as a poster child for the VSLB, and if there is any message she might want to leave with her colleagues, it is "Join!"

Rosemary had a life before CCSF. She was born in Detroit, went to school in Michigan and Arizona, and taught high school English for seven years in Tucson where she was once voted best teacher.

So what about life after CCSF? On the advice of those who have retired before her, Rosemary is trying

to be careful not to over-commit. But here are some of the things she'd like to do: Volunteer with people who, like herself, have suffered brain aneurysms; get back to New Orleans for another jazz and blues festival; dabble in designing crossword puzzles; rebuild her reading skills, damaged by the stroke, to re-experience the love of books she has always had. She sees herself as the most fortunate woman in the world, having been able to work at CCSF and serve with AFT 2121. ([ggoldstein@aft2121.org](mailto:ggoldstein@aft2121.org))



Photos courtesy of AFT 2121 archives

Are you a member of the  
Voluntary Sick Leave Bank?  
If not, you'll have an  
opportunity to join early this  
fall when there will be a new  
call for contributions.

# Union remembers Susan Conrad



Susan Conrad

By Chris Hanzo,  
AFT 2121 Executive Director

Susan Conrad, president of Local 2121 from 1996-2000, died recently after a long battle with leukemia. Susan came to union work late in her City College career after the merger of women and men's PE into one Department. She sought help from the union during fallout from the merger. Susan appreciated the support she got and threw herself wholeheartedly into union work, becoming a grievance officer and bargaining team member, and serving as vice-president before being elected president in 1996.

In 1997, we were engaged in a particularly difficult and protracted

contract fight over salaries and the District's proposal to prohibit "fraternizing" between faculty and students. Finally, a year into the struggle, we planned a major mobilization of faculty and supporters at the Board of Trustees meeting, suddenly moved to the Chinatown North Beach campus with little notice. Faculty showed up in droves and Susan took the bull-horn in hand.

Negotiations came down to the wire and after an all night session, we reached a tentative agreement, staving off the non-fraternizing proposal and strengthening our academic freedom provision. The settlement also inaugurated our salary formula, a guarantee that faculty would never again become the last priority in the District's budget: we would be guaranteed our fair or "proportionate share" of any new revenue to the District.

These were major victories for our Local and for CCSF faculty.

On March 1, 1998, Susan was presented with the prestigious Women in Education Award at our statewide California Federation of Teachers convention for her recent work in our Local and also for her past efforts on behalf of women's

coaches at CCSF and equality for women's athletics.

She helped shape the college's anti-discrimination policy and educate staff about sexual harassment in the workplace. She also broke ground in organizing the first statewide Women's Conference within the Community College Council/CFT.

Susan's work extended well beyond AFT 2121 and CCSF. After retirement, she worked tirelessly raising money to fight leukemia and support leukemia patients. You can read more about Susan and hear from friends, students, her partner Diane Kalliam and others by visiting obituaries at [www.sfgate.com](http://www.sfgate.com).

As many have said, Susan's enthusiasm and positive spirit made her a pleasure to work with. Her dedication to equality and women's rights, and her advocacy on behalf of all faculty members for fair treatment and respect, will live on in our union and in our hearts. ([chanzo@aft2121.org](mailto:chanzo@aft2121.org))



Photos courtesy of AFT 2121 archives

# New Priorities Campaign

By Allan Fisher,  
AFT 2121 Executive Board member,  
ESL Department

AFT 2121 has been a member of U.S. Labor Against the War (USLAW) since its founding in January 2003. USLAW, with over 180 affiliates, has made significant contributions to the effectiveness of the peace movement. However, during the past three years, the peace movement has lost momentum, and at its recent conference USLAW decided to make the New Priorities campaign a major part of its focus this year.

New Priorities seeks to increase awareness of the connection between military spending and budget cuts at the local level. The goal of New Priorities is to develop a program to challenge the wars and the military budget (California's share of the spending for the wars in Iraq, Afghanistan, and Pakistan for this year will amount to about \$21 billion, almost enough to cover our budget deficit of \$25 billion) and shift the resources to provide for jobs, education, health care, retirement programs, rebuilding infrastructure, and transitioning to a green economy.

## Our New Priorities

1. End the wars and occupations;
2. Redirect the inflated war and mili-

tary budget to create jobs and meet other human needs;

3. Provide greater benefits and care for returning veterans and their families; protect military sector workers and their communities; and
4. Tax the rich and the corporations.

The strategy for making this happen involves building a broad alliance of forces to get local, regional, and state public bodies to pressure Congress to use the money spent on war for these priorities. We will need to reach out to community and religious groups, unions and organizations not normally considered part of the anti-war movement. A nationwide call for city councils and school boards to adopt the new priorities principles can be a powerful tool for raising consciousness and pressing Congress and President Obama to end the wars and bring the money home. AFT 2121 has already endorsed these principles and hopefully individuals and other organizations at CCSF will too. If you belong to an organization that would consider adopting the New Priorities principles, please contact me or the New Priorities Campaign for help. To sign the declaration, please visit [newprioritiescampaign.org](http://newprioritiescampaign.org). For additional information, visit [nationalpriorities-network.org](http://nationalpriorities-network.org) or [uslaboragainstawar.org](http://uslaboragainstawar.org). ([afisher800@gmail.com](mailto:afisher800@gmail.com))

# YOU ARE INVITED

Nancy Husari's Open Studio  
Part of Pro Arts East Bay Open Studios

SATURDAY AND SUNDAY  
JUNE 4, 5, 11, AND 12  
11:00 AM-6:00 PM  
3239 BRIGGS AVENUE  
ALAMEDA, CA 94501

Check out other talented Alameda artists also. For information, email Nancy: [nhusari@gmail.com](mailto:nhusari@gmail.com)

