

union action

VOICE OF AFT 2121



Retirement within reach?

Planning for retirement, electing a new CalSTRS rep, and bolstering the retiree chapter

4-5



San Francisco
Community College
Federation of Teachers

AFT Local 2121
311 Miramar Avenue
San Francisco, CA 94112

Tel: 415.585.2121
Fax: 415.585.4305
www.aft2121.org



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Where we stand now



By Alisa Messer, AFT 2121 President

You'll note a lot of public conversation about "the middle class" lately, and it's true that given the outrageous (and increasing) wealth divide in the U.S., the middle class is being squeezed like it hasn't been since the Great Depression. But these messages about the middle class sometimes make me wary. The middle class deserves our concern, and since AFT 2121 is a union of professionals, protecting middle class wages and benefits is much of what we do. However we must also remain concerned about those who aren't lucky enough to, like us, have unionized, middle class jobs—many of them our students and their families. This is part of why AFT 2121 supported the San Francisco Progressive Workers Alliance campaign against wage theft and was pleased to see new legislation passed this August targeting employers who steal from their employees, why you'll read in this issue about the Domestic Workers Bill of Rights and the recent Care Congress, and why we continue to support many social justice issues and offer solidarity to other workers. Middle class, working people, the un- and under-employed—at this point we're not all in quite the same boat, but it's nonetheless clear who's on that yacht way out in front of us.

San Francisco is looking at a Wisconsin-flavored attack on workers in this November's election. Last year, we were the only city in California to beat back local retirement take-aways on the ballot (there were 13 in all), and AFT 2121 members played a part in turning Proposition B back against what at first seemed impossible odds. This year, Jeff Adachi comes back with another "son-of-B," a retirement initiative that would take back significant worker gains in a make-city-workers-pay-for-the-budget-problems-Wall-Street-caused move. This is Proposition D—so remember, Defeat D, which is for Damage.

There is a better retirement initiative on SF's Nov. ballot: Prop C (think ¡Sí! ¡Sí on C!) represents a consensus measure negotiated with all of the city's unions at the table, and all major stakeholders have signed on. It includes concessions that recognize immediate concerns about San Francisco's budget, but the affected parties feel they can accept these compromises, and the measure shows a collective willingness to solve problems, rather than run roughshod over the people who make this city work.

Meanwhile, as an additional reminder that California is not above the wave of anti-worker, anti-union sentiments, the Koch brothers, ALEC, and their right-wing think-tank ilk continue their legislative offensive on working families and the public sector. Sufficient signatures have been gathered to put a pernicious, Wisconsin-style initiative on the ballot. This

“At this point we're not all in quite the same boat, but it's nonetheless clear who's on that yacht way out in front of us.”

deceptive measure claims to be about stopping "special interests" including corporations, but in fact it would only impact paycheck deductions made by unions, making it increasingly difficult for California unions to collect voluntary political money for campaigns and taking away workers' right to pool our money to create a strong political voice. California has twice rejected similar "paycheck deception" measures in recent years, but the seemingly anti-corporate slant this time fooled many into signing and could keep us busy in defense mode rather than focusing on constructive political change.

On a more positive note, the June 2012 ballot is the target date for the Oil Tax Initiative, which you can read more about on page 8.

If there is a horizon worth straining toward—or at least the possibility of breaking through some of the long-term clouds—it is November 2012. It seems a long way away, but there's a lot to do between now and then, as well as a lot to feel cautiously hopeful about, at least in San Francisco and California. The CCSF Board of Trustees has publicly stated its intent to put a parcel tax on the ballot to support City College. While slow in coming, this decisiveness allows us to plan carefully and mount a full campaign that includes all of the constituents.

November 2012 will also see a major, statewide initiative for pro-

gressive taxation from the California Federation of Teachers and other community and labor groups. Will we be voting to tax California's wealthiest one percent by one percent more? By five percent more? Research to determine what this initiative will look like is going on right now.

As we move toward that possibly sunny November 2012, it's not always easy to remember (and therefore bears repeating) that City College of San Francisco has actually weathered the storm quite well, considering. We've lost millions from our budget in the last couple of years (see page 3). This will be another terrible budget year, and we'll continue to feel that pressure. Currently the District has proposed a spring 2012 that looks a lot like the smaller spring of 2010, and a summer 2012 program scaled back 30 percent from this summer's record high.

The budget cuts haven't been easy on any of us, and they haven't hit all of us equally. Faculty gave back one percent of our earnings during 2010-11, many faculty members lost significant hours, and some continue to contribute as much as \$2400 each year through lost salary steps for 2009-10. Students have lost classes and support and are paying higher fees, and staff have lost a tremendous number of positions—in short, everyone has contributed to trying to keep us together and the education we offer our students intact. In the long run, all of public education has lost incredible ground—and we must fight to see that it recovers.

Even so, when I compare our lot to districts around the state, which have suffered massive layoffs, sometimes encompassing full-time faculty, extreme course and program cuts, and major salary givebacks, it's hard not to appreciate the strong community we have at CCSF.

Over the last couple of years we have pulled together for the collected benefit of all of us and the college. Now we must expand the effort: we're going to have to pull together on a much larger level—with our students and families and greater communities—to have a real impact on the state and its future. That's what this fight is about—our college and community, public education, and California's future. (amesser@aft2121.org)

On the cover:

At August 15th's Retirement and Financial Planning Day, AFT 2121 members Susmita Sengupta and Thomas Menendez flank Sharon Hendricks, a candidate for community college representative on the CalSTRS board. See pages 4 and 5.

Photo: Chris Hanzo

American Federation of Teachers Local 2121

311 Miramar Avenue
San Francisco, CA 94112
T: 415-585-2121
F: 415-585-4305
E: aft@aft2121.org



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Bargaining in hard times

By Chris Hanzo,
AFT 2121 Executive Director

AFT 2121 is entering negotiations for a new collective bargaining agreement (CBA) on behalf of all faculty at CCSF. We continue to negotiate over scarce and dwindling resources amidst a deepening economic recession and continuing State budget cuts. Faculty members continue to work without adequate support staff and supplies, and they have seen their real wages decline while their workloads often increase. There may be more student fee hikes next spring, and further mid-year budget cuts could again raise the threat of layoffs and program cuts.

Our local will fight against budget cuts and dismantling of community college education at the state and local level both through political action, advocacy, and collective bargaining. We enter negotiations determined to prevent further erosion to faculty salaries and benefits and to begin to win back lost ground, while preventing job losses or layoffs. Under our current contract, our first priority, when revenues become available, is to restore the lost salary step from 2009/10.

Our CBA with the District expires June 30, 2012. We have a two-month process for “sunshining” the parties’ proposal to the public at Board of Trustees meetings, according to California law. The AFT 2121 Delegate Assembly, composed of elected precinct reps and Executive Board members, will be asked to approve a declaration of the Union’s interests in negotiations at the September meeting as well as identifying major priorities for the upcoming contract negotiations. We are cur-

rently asking all AFT 2121 members to indicate their priorities in upcoming contract negotiations as well as specific bargaining improvements that the union should seek. Be sure to fill out the online survey available at www.aft2121.org and communicating with your precinct rep.

Big picture priorities

AFT 2121’s focus in negotiations in these hard times has been to protect base employment (no layoffs) and keep faculty pay/benefits intact.

We would like feedback from our members about priorities and concerns, especially in the context of budget deficits and cuts in funding. How would you rank the following in order of importance? Are there other issues you wish to rank with these?

- Maintain/increase salary/pay
- Maintain/improve health coverage and cost to employees
- Preserve/extend retiree medical coverage
- Preserve jobs, no layoffs
- Other?

Beyond defending what we have, AFT 2121 is committed to working with our statewide union and in coalition with others to stop budget cuts and save public education and other vital services by securing new sources of State government funding. We will need your support on new initiatives such as the Oil Extraction Initiative, a local SF parcel tax for CCSF, and raising taxes on the super wealthy. We will continue to campaign to raise public awareness about the value of investing in public employment, education, and services, while advocating for more equitable taxation and funding to provide jobs and retirement security for all.

Impact on CCSF budget

CCSF is preparing for another significant cut in State funding for 2011/12, this time in the form of a \$12.7 million reduction in apportionment, i.e. a cut in funding for 3,000 full-time equivalent students (FTES), along with a reduction from the so-called “deficit factor.” The result is a projected total drop in State funding to CCSF from \$166.2 million for 2010/11 to \$152.2 million for this year. These reductions come on top of cuts in previous years, which principally slashed categorical programs: EOPS, DSP&S, matriculation, etc. (See sidebars this page.)

The District's plan

The District is planning to manage up to a \$20 million budget deficit

Q: How much less in unrestricted annual revenue is CCSF receiving since 2008/09?

A: About \$13 million. Additionally, yearly state funding to restricted, categorical funds is down \$9 million.

this year first by realizing some other new revenues: increases in lottery, sales tax, non-resident tuition, and fundraising and by taking \$2 million from its reserve. (We estimate the District’s ‘liquid’ reserves to be \$9-\$10 million.) The District also brought forth a surprisingly healthy ending balance from last year of at least \$3.7 million, largely the result of funded enrollment growth achieved by bulking up the instructional program last year and during the summer.

Secondly, the District plans to roll back expenses on employee salaries by budgeting no cost-of-living increases, through attrition in the classified and administrative ranks (not filling vacant positions), by scaling back the instructional program compared to 2010/11, and by trying to cut back on day-to-day substitute and instructionally-related assignments. The CCSF Budget and Planning Committee had recommended rolling back the instructional program by \$3.8 million, but the Board of Trustees restored about half of this (\$1.9 million).

AFT 2121 negotiations team

Members of the AFT negotiations team are selected by the Local president with the approval of the Executive Board. Our bargaining team for negotiating the new 2012-15 contract consists of:

- Patty Chong-Delon**, Counselor, Continuing Student CD
- Kate Connell**, Librarian, Rosenberg
- Kimberly Keenan**, Instructor, Political Science
- Annie Wong**, Instructor, ESL
- Alisa Messer**, Instructor, English, AFT 2121 President
- Nancy Mackowski**, Instructor, ESL, Part-time Faculty
- Torrance Bynum**, Instructor, Criminal Justice, Part-time Faculty
- Chris Hanzo**, Staff, AFT 2121
- Resource person: Doug Orr**, Instructor, Economics on post-retirement faculty benefits (OPEB/GASB)

Changes in State apportionment and workload for 2011/12

Likely reductions in State funding:

Statewide community college reduction: **\$415 million**

State apportionment cut for CCSF: **\$12.7 million**

Funded FTES at CCSF for 2010/11: **37,405**

Funded FTES at CCSF for 2011/12 under "Tier 2" cuts: **34,015**

Percentage gap in FTES funding: **-9.1%**

The AFT 2121 negotiating team, clockwise from left: Nancy Mackowski, Alisa Messer, Annie Wong, Torrance Bynum, Kimberly Keenan, Patty Chong-Delon, Kate Connell, Chris Hanzo



Big turnout for Union's Retirement and Financial Planning Day

By Cliff Liehe,
AFT 2121 Grievance Officer

On Flex Day August 15, AFT 2121 hosted its third annual Retirement and Financial Planning Day for CCSF faculty. Attendance this year exceeded expectations with 200 faculty members showing up for the free event. Attendees were treated to breakfast and lunch in the cafeteria and could choose up to four of 15 workshops offered in the Rosenberg Library and Wellness Center. Special emphasis this year was placed on educating faculty members about the latest attacks on retirement security at the local, state, and national levels.

During breakfast AFT 2121 President Alisa Messer welcomed attendees. San Francisco Labor Council Executive Director Tim Paulson then addressed Propositions C and D on the San Francisco November ballot, both of which would make changes to San Francisco employee pensions. Proposition C is supported by San Francisco's organized labor, the mayor and the Board of Supervisors, and the Chamber of Commerce. Proposition D was initiated by San Francisco Public Defender Jeff Adachi following the defeat of his Proposition B last year. The Labor Council and AFT 2121 support C and oppose D.

After breakfast the attendees

took off for their first of four workshop sessions. For faculty members new to the world of retirement plans and pension politics, a new workshop entitled "Retirement Plans 101" was presented by our own Patty Chong-Delon, CCSF counselor, and Doug Orr, CCSF Social Sciences Instructor. Attendees learned the difference between defined benefit plans (i.e., pensions) and defined contribution plans (think 401(k) plans) and about attacks on the former. The presentation got attendees fired up to take action to protect their pensions and to spread the message that we should strive for retirement security for all.

Lunch included locally made burritos (back by popular demand) along with chips, salsa, guacamole, veggies, fruit, beverages, and desserts. The keynote speaker was Sharon Hendricks, Los Angeles Community College District instructor and candidate for the community college seat on the State Teachers Retirement System (CalSTRS) Board. Hendricks explained financial, political, and cultural factors contributing to attacks on California public pensions, presented facts supporting CalSTRS defined benefit pensions for teachers, identified changes being considered, and urged advocacy. To see her PowerPoint presentation, go to www.aft2121.org and click on the retire-

ment link on the left hand side.

Two afternoon workshops also stressed the importance of protecting our pensions and promoting retirement security for all. In one workshop, representatives from the AFT 2121 Retiree chapter, Gray Panthers, and CARA (California Alliance for Retired Americans) explained what their groups did and what they were doing to advocate for retirement security. In another, representatives from the national AFT office and the Committee to Preserve Social Security and Medicare talked about attacks throughout the country on workers' retirement security and how to combat the attacks.

Other workshops offered throughout the day provided practical and crucial information about CalSTRS retirement plans, Social Security and Medicare, HSS Health Benefits for Retirees, part-time faculty retirement, financial planning, long-term care insurance, non-financial aspects of retirement, wills and living trust, voluntary tax-deferred retirement plans, and self-directed IRAs.

In light of the huge turnout and overwhelmingly positive feedback, this year's Retirement and Financial Planning Day can only be described as a big success and is sure to be repeated next fall. Mark your calendar! (cliehe@aft2121.org)



Diane Nagura and Ray Berard were among the 200 faculty and retirees at AFT 2121's third annual Retirement and Financial Planning Day.

Life doesn't end with retirement

Vincent Meis, who retired this year after teaching English as a Second Language for 20 years at City College, has just published a novel, *Eddie's Desert Rose*, a story of an English teacher in Saudi Arabia who gets caught up in political struggles there after his brother is killed. After a book launch party at San Francisco's Galeria de la Raza on Sept. 16, Meis will take off on a ten-city tour, including Miami, New York, and his hometown of Decatur, IL.

Meis, a former editor of *Union Action*, has written two other novels, *Tio Jorge* and *Down in Cuba*, which will be available soon.

AFT 2121 Vice-President Gus Goldstein and President Alisa Messer recognize Vincent Meis for his contributions to AFT 2121 at the end of the year party.



AFT 2121's Retiree Chapter

Did you know that AFT 2121 has a chapter for retirees? Chartered in 1994, its goals include encouraging continued professional involvement in retiree issues, promoting the best interest of CCSF retirees through programs that benefit both active and retired members, and boosting political action and volunteerism.

Recently Ann Killebrew, retiree chapter liaison, and Patty Chong-Delon, negotiating team member and newly appointed member of AFT 2121's executive board, attended an intensive seminar on retirement issues in Washington, D.C. They applied for a grant to revitalize our chapter, and the \$800 they received is being used now to identify and recruit YOU...the future and present retirees.

We're building an action-oriented retiree chapter with a strong voice in our union to tell Washington that education, Medicare, and retirement security for all are the priorities. Your participation will help both the retiree chapter and AFT 2121 as a whole be stronger.

Call (415) 585-2121 or email retirees@aft2121.org if you want to be in on the action!

Retiree Rufus L. Williams leaves behind vibrant learning community

An appreciation by Bill Shields, Labor Studies Department

It's not often that AFT 2121 members have the chance to work with students over time—they come, they go and, if we're lucky and doing our jobs right, they succeed. Recent retiree Rufus L. Williams, however, was able to experience the best of both worlds with his students: success and longevity. He did so by creating an enduring learning community in his Evan Campus *Computer 9857* class. Meeting Tuesdays and Thursdays from 12-2:30, Rufus attracted a great group of senior citizens, many of them African American elders from Bayview-Hunters Point. As semester after semester passed and turned into years, Rufus brought his regulars further along in the world of computer literacy, while simultaneously providing the kind of meaningful retiree activity that many senior programs would envy.

This commitment to effective later-years learning developed into something deeper than a class. Rufus' students showed up to study, reminisce, and network. At the end of every semester, they hosted a fabulous potluck dinner for Rufus and those of us working in the vicinity of his computer lab. During a recent illness, the students supported him, and when he returned, they welcomed him back with open arms. Their retirement party for him at the end of the spring semester hit the ball out of the park. In retirement now and dividing his time between California and Texas, brother Rufus can rest assured that his was truly a job well done.



Rufus Williams (back row, fourth from right) with some of his students at Evans campus. For years, Williams taught a computer literacy class to senior citizens from the Bayview-Hunters Point area.

Elect Sharon Hendricks for CalSTRS Board



The California Federation of Teachers (CFT), the Faculty Association of California Community Colleges (FACCC), and the California Part-Time Faculty Associations (CPFA) are among the organizations endorsing Sharon Hendricks, a candidate for the community college representative on the California State Teachers Retirement System (CalSTRS) Board.

With the precarious situation of the economy and the deflecting of attention to public pensions as the source of some of our economic woes, Hendricks thought she should step up.

“Politicians are using the attacks on our pensions as a tool to undermine unions and weaken the middle class,” she said. “As the elected Community College Representative to the CalSTRS Board, I will fight for the secure retirement for all part-time and full-time community college faculty. I will also keep you informed and solicit your ideas about challenges facing CalSTRS and its members.”

Carl Friedlander, the president of the Community College Council, believes Hendricks is the best choice for teachers.

“Sharon Hendricks will be a thoughtful, forceful, and persuasive

voice on the CalSTRS Board,” he said. “She understands both the fiscal and political challenges our retirement system faces, and she will engage in the kind of regular, two-way communication with faculty that the current situation demands.”

Sharon is on the CFT and FACCC Retirement Committees. She has spoken to local chapters and union faculty groups regarding CalSTRS issues and the attacks on teachers and public pensions. If you have questions for Sharon or want information about her campaign, please feel free to contact her.

Website: sharon4strs.com

Email: sharon4strs@att.net

Facebook: [facebook.com/sharon4strs](https://www.facebook.com/sharon4strs)

Twitter: @sharon4strs

FAQs for CalSTRS Board Election

Who is eligible to vote?

Eligible voters in the election are persons who were members of the Defined Benefit Program and/or participants of the Cash Balance Benefit Program employed by a community college district during the 2010-11 school year, between July 1, 2010, and June 30, 2011.

When will I receive my ballot?

On October 1st CalSTRS will mail ballots to eligible, active CalSTRS members.

How long do we have to vote and when is the last day I can send my ballot in?

You will be able to vote between October 1st and November 30th. Voted ballots must be postmarked or received by CalSTRS on or before November 30th to be counted.

Is mailing the ballot back to CalSTRS the only way to vote?

When you receive your paper ballot in the mail, you will be given three options for how to vote in this election. You can mail your paper ballot in, phone in your vote, or vote on-line. Instruction on these various voting options will be enclosed in your mailing.

What do I do if I lost or didn't receive my ballot?

For questions and general information regarding this election, contact the Election Coordinator at electioncoordinator@CalSTRS.com or 800-228-5453.

Note: Sharon is our union's endorsement. Neither the System nor the Teachers' Retirement Board endorses any particular candidate or position.

The good, the bad and the ugly of the State Disability Insurance & Voluntary Sick Leave Bank

By Hugo Aparicio,
Part-time Committee Chair

As we begin a new semester, there are some issues to be addressed. Put the blame where you will, the bottom line is part-timers are getting the short end of the stick. But there is also good news: the California State Disability Insurance (SDI) and the Voluntary Sick Leave Bank (VSLB). With these there is the good, the bad, and the ugly.

California State Disability Insurance

THE GOOD

Based on a referendum of CCSF part-timers, SDI is now a benefit being implemented for adjunct faculty. SDI is a State-mandated partial wage-replacement insurance plan for California workers funded through employee payroll deductions. SDI provides affordable, short-term benefits to eligible workers in two programs: Disability Insurance and Paid Family Leave. The first provides benefits to eligible workers who suffer a loss of wages when they are unable to work due to a non-work-related illness or injury, pregnancy, or childbirth. The second was established for workers who suffer a loss of wages when they need to take time off from work to care for a

seriously ill child, spouse, parent, or registered domestic partner or to bond with a new child. To receive SDI, your wage loss need not be total; there are awards for partial wage loss as well.

THE BAD

SDI is not free. It costs 1.2 percent of your gross pay. If you make \$16,000 per year, it would be about 53 cents per day (much less than a cup of coffee).

THE UGLY

Since CCSF part-timers are new to SDI, a based period must be established before base benefits can be awarded. This means that the earliest we can access benefits is April of 2012.

Voluntary Sick Leave Bank

THE GOOD

For part-timers, the combination of SDI and VSLB should provide an additional benefit. AFT 2121 and the District established the VSLB to help those members that contribute to it in case of illness or disability when sick leave is exhausted.

This bank provides income protection in case of catastrophic illness or injury. A member must exhaust sick leave before getting any benefits from the VSLB. If you are eligible for both VSLB and SDI benefits, you may receive VSLB benefits during the wait-

ing period required by SDI and also use VSLB benefits to supplement SDI benefits up to 100 percent of your salary. Once you become a member of VSLB, your membership will be renewed the following time that the bank needs to be replenished, so you don't need to enroll again.

THE BAD

The bank needs to be replenished whenever it falls below a certain level. Full time employees contribute one day of sick leave. Part-time employees working less than 50% FTE contribute one hour, and part-time employees working 50% or more FTE contribute two hours.

THE UGLY

You can only join the Bank when the call for contributions is happening. If you are not a member of the Bank, you cannot get the benefits. (Note that when used in combination, the VSLB and SDI benefits cannot exceed your regular income.)

Summary

Clint Eastwood isn't going to rescue us from the Bad and the Ugly. As part-timers, we must concentrate on the good aspects of the current difficult times, take the opportunity to work together to prepare for a better future, and unite for the benefit of our union. (*haparicio@ccsf.edu*)

EDD switches from checks to B of A debit cards

By Emily Wilson, Editor

When Carol Jean Wisnieski, an English as a Second Language teacher at the Chinatown/North Beach campus got a letter this summer saying that the Employment Development Department (EDD) was going to be sending out debit cards from Bank of America instead of checks, she was outraged by what she calls the "corporatization of yet another government program" and called up the customer service number to have the money transferred to her account.

"I told them I want it immediately to go into my own checking account in my own bank, and I see in this very small print there's no fee," she said. "They are making interest on all the transactions. Could you imagine if 2.2 million people in California get unemployment benefits—let's just pretend everyone gets around \$300 a week, then think of the interest fees B of A makes."

Patty Roberts with the EDD said the department went with B of A because they had the best bid, and the

move will mean initial savings for the EDD of about \$4 million, including paper costs and the cost of processing checks. That is expected to go up, she said, when the claim form goes paperless.

Roberts said her department is doing extensive outreach, including a YouTube video about the debit cards, so people will understand what's going on.

"People are used to getting a check, and they're already under a lot of stress from being unemployed, so any change tends to be very stressful," she said.

As to the concern about a state agency being privatized, Roberts said the department simply couldn't start issuing cards itself.

"We did the best contract we could," she said. "We're not a banking institute with ATMs. We can't go into the debit card business."

Joseph Morlan, who teaches ornithology in the Continuing Education Department at City College, welcomes the convenience of the debit card.

"It means I no longer have to

process paper checks, and I can do everything electronically," he said. "I remember when I had to go down to the EDD office to get a voucher to take to a bank and wait in another line."

Wisnieski, along with some other teachers, doesn't like the idea of B of A having access to her information, but Roberts says the EDD contract with B of A specifically prohibits the bank from disclosing any claimant information.

Another common complaint is that it is hard to negotiate the forms and that the information that you can transfer the funds to your own account is in small print on the second page. Jefferson George, with corporate communications at B of A, sent this response in an email.

"With California EDD UI benefits recipients, we have included in multiple notices to cardholders that they have the option to transfer benefits to their other accounts, clearly stating that they may perform a direct deposit transfer online at www.bankofamerica.com/eddcard or call customer service." (*ewilson@ccsf.edu*)

AFT 2121 members join national rally

Ana Fisher, Allan Fisher, and Bob Price represented AFT 2121 at the Save Our Schools Conference and March in Washington DC, July 28-31, 2011. SOS, a grassroots effort by teachers, education professors, and others in schools and colleges, calls for an end to high stakes testing, equitable funding, and community input for all public schools.

Educators and authors Jonathan Kozol and Diane Ravitch, the keynote speakers, criticized President Obama's administration's Race to the Top program, the increase of K-12 standardized tests, and charter schools. Participants developed strategies to reverse the current agenda and focus on teaching students to think critically.



Domestic workers rights bill could go to governor in January

By Emily Wilson, Editor

The California Domestic Workers Bill of Rights, AB 889, co-sponsored by Tom Ammiano (D-San Francisco) and V. Manuel Pérez (D-Coachella) would have a big impact on students at City College of San Francisco, according to Renee Saucedo, a teacher in the Labor and Community Studies Program at the college and an attorney at La Raza Centro Legal.

“There are a lot of women enrolled in City College who do work as domestic workers and are maybe the sole breadwinners of their families,” she said. “The Domestic Worker Bill of Rights would provide them with legal rights that will better their lives.”

The bill, currently tabled in the Senate appropriations committee, would provide such rights as breaks, vacations, and sick pay. Having what they do recognized would go a long way towards giving nannies, caregivers, and housekeepers peace of mind, Saucedo said.

“The women keep using the word dignity,” she said. “Their work historically has not been recognized as labor because they are women, and because the work has been done in people’s homes. This would help them gain recognition they do indeed perform labor.”

Xiomara Ferrufino, a Transitional Studies student at the Mission campus, who works as a housekeeper, would love to see her labor recognized.

“I always ask this question—why do we do the hardest job, but we’re seen as the lowest level?” she said. “We’re stronger than rich people. Rich people won’t go to the fields and do the hard jobs or be in the house cooking and cleaning the whole day plus taking care of kids. We’re seen as the lowest level, and some people might feel sorry for us, but they don’t feel like doing anything to make our life better.”

The bill’s becoming a law would make a significant difference in her life, Ferrufino said.

“The people go for vacation and just say, ‘I’ll call you when I get back,’” she said. “If I’m sick and don’t go to work, I don’t get paid.”

The most important thing the bill would do is bring clarity to domestic workers as well as their employers, says Grecia Lima, the campaign director for the CA Domestic Worker Coalition.

“There are no regulations for domestic workers,” she said. “They

have most confusing labor protections. You could have two people working in your house—one cleaning and one taking care of children, and they’re completely different under the law.”

Lima helped organize an effort to bring attention to the issue at the opening of the movie, *The Help*, based on the best-selling novel of the same name about black maids in Mississippi in the 60’s. Domestic workers have been excluded from labor laws because many are female and not white, Lima says, and they wanted to use the movie to bring the issue to people’s attention.

Momentum is growing to get the bill on the governor’s desk and signed, says Lima. Last fall the first state law protecting domestic workers was passed in New York, and in June the United Nations’ International Labour Organization adopted a global rule to protect domestic workers. Lima says when the state legislature reconvenes in January, the focus will be on the language of the bill and making sure that people who employ workers in their home don’t feel brushed aside.

“This is an opportunity to build alliances and consensus,” Lima said. “The biggest opposition to the bill has been from disability rights and senior groups. It goes to the core of questions about affordability of care.”

A new campaign, Caring Across Generations, tries to address that.

“They want to spark a national conversation with groups of workers and seniors about the need for care,”

Lima said. “As a generation of folks gets older, there’s a big gap in care, and so there’s a need and urgency to bring government accountability to invest and to professionalize this industry.”

With both her parents needing 24-hour care, that can’t come soon enough for Pam Tau Lee, a teacher in CCSF’s Labor and Community Studies. Lee pays her caregivers, who all have children, above the San Francisco minimum wage, and she says she wakes up at 2:30 in the morning worrying about how she will pay the bills.

“My involvement in this is how do we transform the way care is given so people like my parents whose income is not that high can have access to care, and for caregivers to have decent wages so they can provide for their families,” she said. “Every penny we have goes out for caregivers, and we’re dipping into my parents’ savings to pay for food and transportation and doctors.”

In August, Lee co-emceed a San Francisco Care Congress at Mission High School to launch Caring Across Generations.

“We’re trying to address multiple intersecting crises,” said Gordon Mar with Jobs for Justice, one of the organizers of the congress. “We’re creating a framework to connect domestic workers’ rights and the labor issues with the needs of care recipients, so we can prevent the needs of careworkers and care recipients from being pitted against each other.”

(ewilson@ccsf.edu)

AFT 2121 members Roger Scott, Steve Goldston, and Ann Killebrew direct traffic with Care Congress organizer and Jobs with Justice activist Kung Feng.



CALIFORNIA DOMESTIC WORKERS COALITION



Call for Voluntary Sick Leave Bank (VSLB) contributions underway

The faculty Voluntary Sick Leave Bank (VSLB) is in need of contributions to continue providing benefits to faculty members in need who have exhausted their sick leave. The VSLB provides vital income protection to faculty who suffer illness or injury. Current members of the Bank do NOT need to fill out a form, as you will be automatically renewed and your contribution automatically deducted. Contributions are one day of sick leave for full-timers, one hour for part-timers working less than 50% FTE, and 2 hours for part-time faculty working 50% FTE or over. (With the advent of State Disability Insurance for part-timers, VSLB benefits may supplement SDI benefits up to 100% of salary.) New members to the Bank need to fill out a form, as do faculty who wish to opt out of the Bank. The deadline for submitting your form is Sept. 30, 2011.

Long-term temporary upgrades

Leading up to the negotiations for the new full-time temporary positions, there were a number of instances of part-timers being hired in excess of 67 percent. Because there was no provision in our contract for such hirings, we grieved them on the grounds that anyone working in excess of 67 percent was doing work comparable to a full-timer—at 100 percent pro-rata for the entire semester—and should be paid accordingly, not at 86 percent pro rata and certainly not as subs on the first step and column. Five such cases have been resolved, with all the attendant recalculation of correct pay as compared with received pay, resulting in payments between \$2000 and \$6000. Working on these grievances helped us craft the current agreement on short- and long-term temporary upgrades as well as policy around substituting.

Counselors' schedules

Because of the care being taken in the Counseling Departments to make sure everyone is utilized to the fullest and that as few redundancies as possible occur from over-staffing any hours, counselors have been finding themselves assigned to locations not even on their preference forms. In the case of two such counselors who came to us for help, it took the assistance of Dean Carl Jew and the cooperation of a third part-time counselor to get them schedules they could live with.

Service credit at retirement

Problems with CalSTRS persist. One of these problems is getting the correct service credit at retire-

ment. This is particularly sticky for CCSF faculty where the errors occur because of the disconnect between STRS's monthly data collecting and CCSF's bi-weekly payroll. AFT 2121 is working on this in grievance meetings with the District to minimize the errors and to resolve the cases that have come to our attention. In addition to this, part-timers who are trying to consolidate their Cash Balance and Defined Benefit accounts have also been encountering problems. The union is pushing the District and STRS to get each case resolved.

Determining payment for FTT

A newly upgraded part-timer under the new FTT provision found himself without a paycheck on August 30. Apparently because he had a load in excess of 100 percent, payroll was not clear about the appropriate rate of pay for the extra load. The District agreed to issue an immediate, individually drawn check for the full 100 percent load, but then also engaged us at the grievance table to determine the best solution for FTTs working loads in excess of 100 percent. We all agreed that it made the most sense to use the full-time overload scale, crediting an upgraded part-timer with a year for every two semesters served for the purpose of placement on the overload scale. This will be included in his next check.

Librarian Transfers

AFT filed a grievance on behalf of four librarians protesting their last minute transfers to different work-sites beginning this fall. With the help of Chancellor Don Griffin, the transfers were rescinded, at least for this semester.

Salary steps during sabbaticals

In late Fall 2010, the district discovered and disclosed to the union that some faculty members who took a full-year sabbatical after June 2007 did not receive proper salary step increases after returning to CCSF from their sabbaticals. The union assisted the district in confirming that all affected faculty members had been identified, confirming amounts of retroactive pay adjustments, and obtaining faculty member signatures on the necessary paperwork.

Full-time interview consideration for part-time faculty

In Spring 2011, a CCSF part-timer applied for a full-time teaching position at CCSF but was rejected at the paper screening level for failure to meet the minimum qualifications, in spite of the fact that the part-timer had a Ph.D. in the relevant subject matter. The union reviewed the applicant's paper screening file, filed an informal grievance, and was able to secure for the part-timer a re-assessment of the part-timer's application materials and an interview with the hiring committee.

AFT Calendar

Tuesday, September 27
Delegate Assembly
John Adams, Room 139
3:00-5:00 pm

Wednesday, October 5
Mayoral Forum
COPE Endorsement Meeting
Ocean, MUB 140
2:30-4:30 pm

Tuesday, October 11
Executive Board Meeting
Union Office
3:00-5:00 pm

Friday, October 14
Part-timer Committee Meeting
Ocean, Arts, Room 308
3:00-4:30 pm

California oil tax initiative

With education in dire need of more funding, and 2/3 of the State Legislature needed to approve new taxes, advocates are seeking ways to find that money. California is the only oil-producing state that has no tax on extracting that oil, but Proposition Prop 1481, the Oil Extraction Tax To Fund Public Education, seeks to change that. Over 500,000 signatures are needed by September 30 to place the initiative on the ballot next June.

AFT 2121's Delegate Assembly joined the San Francisco Labor Council, and more recently our Board of Trustees, in supporting this initiative, which would impose a 15 percent tax on each barrel of oil

extracted—estimated to raise \$3-3.5 billion. That money would be allocated as follows: 30 percent to K-12, 48 percent for community colleges, and 11 percent each for the California State University and University of California systems. That could mean \$45,000,000 annually for CCSF. Our students and faculty members are already out collecting signatures, so grab a petition, make a sign explaining that you are a volunteer, not a paid signature gatherer, and get out there to collect some signatures—from your neighbors and family and friends. It is unprecedented for an all-volunteer force to get a statewide initiative on the ballot but with so much at stake, we can pull this off!

