

WHAT YOU CAN DO

We're fighting to negotiate the best contract possible. History shows unions are most successful when members are united, engaged around a plan to win, and have relationships with each other. This summer AFT 2121 launched a **one-on-one outreach drive** centered on contract negotiations. Member volunteers and precinct representatives are working hard to knock on doors, make phone calls, and find faculty on campus to ensure we are all up to date.

Join Us!

Want to win a fair contract? Learn about our plan and help us spread the word! Call Organizer Michael McCown at 415-585-2121.

STAY UP TO DATE

Did you know AFT 2121 is transitioning to a new email system? Help us by making sure you get key AFT 2121 negotiations updates. Subscribe to our e-news list by sending your non-CCSF email address to us at aft@aft2121.org. You can also stay up to date by subscribing to our website at aft2121.org. *Do you have comments or questions about this bulletin? Send them to editor@aft2121.org.*

All Faculty Deserve a Raise

(continued from page 1)

toward greater reliance on contingent faculty whose ranks have swelled 300% in the U.S. to more than 1.3 million. Contingent faculty include part timers as well as full-time non-tenure track faculty. The plight of the highly skilled working at subsistence wages has gained the attention of national media; with median pay of \$2700 per three-credit course, it's not unheard of for part-time faculty to seek food stamps.

Because of our union, we have an opportunity to push back on this national trend. Allowing management to create factions only weakens our collective power. At CCSF, we've been able to come together in tough times, especially around the accreditation crisis.

This summer, we are engaging members one-on-one to make advances toward our contract campaign in the fall, recognizing there is a strong chance we may have to escalate our tactics. In the wake of the college's crises, real and manufactured, this is an opportunity to stand united on our demands. Our union is only as strong as our concerted efforts.

AFT 2121's contract platform calls for hiring more full-time faculty while maintaining the gains achieved for part timers. All of us need – and deserve – a raise. We wrote in the October 2014 issue of Union Action about the struggles of faculty, one recently hired part-timer who

flies the freeways and a full timer who can't make house payments on his salary alone despite being at CCSF for seventeen years.

We are advocating a pay raise for all. We will certainly get pushback from the administration given the last several years of austerity politics and ACCJC dictates. With this contract fight, we need to embrace policies that lift all boats by holding the Administration accountable to hiring more full-timers and retaining our part-time faculty as well as our notable gains toward equity.

Upside Down Budget

(continued from page 1)

retiree health benefit costs instead of hiring full-time faculty.

- **Currently the total budget for faculty salaries** is flat (actually \$137K less than '14-'15) reflecting an ongoing underfunding of the faculty.
- **The District's Fund Balance** stood at 12.9% as of June 30, 2014. It is well above the State recommended minimum of 5%, and in excess of the Board's own policy calling for 5%-9%. The Fund Balance has only grown in the last year and stands in sharp contrast to the deprivation visited on the faculty by administration.

The District's budget priorities are upside down, devaluing both faculty and quality education. We will continue fighting to reverse as our contract campaign continues this fall.

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Bulletin

Bargaining Bulletin

July 15, 2015

Upside Down Budget

by Chris Hanzo, AFT 2121 Executive Director

Since ACCJC's heavy hand brought us a State-imposed trusteeship in 2013, we have seen massive shifts in the CCSF budget from educational priorities and faculty to primarily District reserves and also into the pockets of administrators and consultants. Total expenditures on faculty have declined 9% since 2011-12, while we've seen a 29% increase in expenditures on administration and a 500% increase on consultants. Faculty salaries are well below 2007-08 levels while the number of full-time faculty has dropped by 20%.

In 2013-14, collective bargaining between AFT 2121 and the District broke down when management imposed a unilateral 9% faculty pay cut effective January, 2014. The annualized cut in faculty pay was 7.125%, saving \$6M that year alone. Meanwhile, the District transferred a staggering \$17M out of the General Fund, with \$6.2M into cash reserves and a \$6.1M transfer to wipe a workers' compensation liability off the District's ledger. Even with this massive transfer out, the District ended the year \$3.6M in the black, off the backs of employees.

The CCSF Board of Trustees has adopted a Tentative Budget for 2015-16. It calls for more of the same:

- **Overestimating expenditures**, underestimating new revenue. Typically the District "hides" millions of dollars in overbudgeted line items that surface at the end of the year as surpluses. In 2013-14 when faculty salaries were slashed, despite transferring \$17M out of the General Fund primarily into reserves, the District ended the year with a \$3.6M surplus. The 2014-15 surplus is currently reported at \$1.4M after transferring \$6.5M to reserves and will likely be higher.
- **New monies from the State** are diverted from funds that are supposed to go for hiring full-time faculty. As a result of AFT 2121's strong contract negotiations in the past, our District has a better record in this regard (i.e. a higher full-time to part-time ratio) and it is allowed "flexibility" in how it uses this new money. And of this \$2.9M the District redirected \$2.5M of it to cover future

*(continued on page 4)***All Faculty Deserve a Raise**

by Li Miao Lovett, AFT 2121 Communications

Our contract negotiations are ramping up to address the critical issue of pay. At CCSF we have endured wage cuts and our livelihoods have been further eroded by the cost of housing and living expenses. This affects the ability of all of us to live viably in an area where prices are off the charts.

Administration priorities are not the priorities of the community, students, or faculty. New revenue from Prop A and Prop 30 was diverted to fund reserves now sitting at nearly 13% of the total budget, although the stated goal was 5-9%. The District has prioritized consultant spending that is six times the amount in 2012 and, of course, increased salaries of select administrators all of this against the intentions of San Francisco's voters. Cutting classes and reducing resources for students and keeping faculty salaries uncompetitive is not the way to rebuild our college!

When contract talks resume in August, we expect administrators to pursue a divide-and-conquer negotiating strategy, claiming full-time and part-time faculty must compete for limited resources. This is an old management trick to weaken our collective strength. Our union has always fought for part-time parity because we believe in equal pay for equal work. Management can also use differences in pay to pit groups against each other, denying us the power of collective action in bargaining.

Maintaining a full-time faculty core is critical for the community, students, and faculty. At CCSF, our higher pro-rata pay for part timers has maintained that core where other colleges have failed. Our strategy has created a disincentive for the district to hire cheaper part timers over tenure track faculty. Consequently, we have a higher full-to part-time faculty ratio compared to most community colleges. In fact, it was so successful that in 2011 then-Chancellor Don Griffin urged departments to create more full-time positions through consolidation without jeopardizing the employment of the current part timers.

AFT 2121's historical advances toward equity should remain a guidepost for higher education, in a climate where institutions have shifted

(continued on page 4)

by Tim Killikelly, AFT 2121 President

We made significant proposals in spring, but negotiations with the District have been slow and difficult. The District was months late getting to the bargaining table, delayed in producing requested documents and— compared to our Bargaining Team’s presentations and faculty testimonies—has made very few proposals. The consequence of the District’s delays, stalling, and lack of preparation means the faculty ended the spring semester without a new contract and with pay remaining at 3.5% below 2007!

Salaries and Compensation

Here are our proposals to restore salaries and make them competitive:

- Restoration of the 3.5% ongoing cut
• Restoration of frozen salary step of 2009-2010
• Restore COLA and increase salaries to put us above the median of the Bay Ten colleges
• Full-time extra pay parity and parity for part-time faculty.

Their response, in essence, said: “We haven’t rejected any part of your proposals, yet. We are very committed to this but we don’t know how or when.”

Enrollment to Rebuild our College

We put forward proposals that included a joint management-AFT Enrollment Recovery Initiative that would marshal the expertise of faculty in a college-supported effort including: rebuilding and growing programs, targeted outreach to prospective students, recruiting faculty to coordinate these efforts, and offering alternative assignments to faculty who have had their classes cut.

Their response: they rejected negotiating over all of this outright except the alternative assignments. And gave a confused answer telling us that they needed more conversations before they could give a response.

Agreements negotiated to date

Below: In Spring 2015, our bargaining team presented many substantive proposals which the District said they would “take under consideration.”



Although the District has not addressed our key concerns we have reached agreement on some issues:

- Agreement with District on shortening timelines of student complaint procedure.
• Agreement with District on updating categories of protected groups under nondiscrimination provision.
• Agreement on new language ensuring that faculty on sabbatical qualify for salary step advancement.
• Agreement with District on clarifying short-term union leave for AFT 2121 reps and access to faculty mailboxes.

The District is clearly not prepared to negotiate with us over the most important issues facing our faculty and college. We are going to need to take further action to win a fair contract.

WINNING A FAIR CONTRACT

The District has not shown us it is truly “committed” to justly compensating faculty any time soon. Negotiations will continue, but there is no indication the District will move towards a fair contract. As was evidenced by the Civic Center debacle and the “reorganization plan” which brought forth tremendous community support and faculty organizing around these issues, the District needs pressure to do the right thing.

Keeping the Dream Alive

by Erik Christianson, Speech Communication instructor

When I was twenty I attended a large Midwestern college. I was overwhelmed by the class sizes and how impersonal the whole experience was. Needless to say, I didn’t enjoy it very much and felt disengaged, so when I was offered a chance to move to San Francisco—even though it meant dropping out of college—I jumped at it.

Year after year I kept saying I would go back to school someday. Well, tomorrow never came. Life went on and I found myself in



my mid-thirties back to working in a pizza place. At the time, I was living up the hill from City College. So, I took the risk and went back to school.

Within two years I graduated CCSF with a transfer associate degree, went to SF State for my bachelor’s and master’s degrees, and got hired to teach at City. Talk about a dream come true. Ever since I found my calling I’ve wanted to give back to my community. City College not only gave me a second chance, it let me serve along side those who had helped me succeed and to work with an incredibly rich and diverse student body.

As much as I enjoy teaching at City I also have to juggle my time between two other institutions. While I’m grateful to have the work that I do, the commuting, different systems, and conflicting schedules make what I do that much more challenging. I’ve had days where I’ve had to make multiple trips to more than one school. Remembering what to call different services and even what services are offered at each different school can be confusing. Finally, the constantly shifting schedules make it very hard to find a stable routine in my life.

City College may have a higher bar for part timers to get health coverage than one of my other schools, but I’m grateful it kicked in when I lost coverage elsewhere. Also, being part of a teaching community, having regular department meetings, and feeling absolutely—whether part or full time—an equal member of my department gives me a sense of community and belonging; which makes the hustle of being a part timer bearable. I feel this at City College more than any other institution.

Teaching at CCSF continues to be one of the most rewarding experiences of my life. But if full-and part-time faculty don’t stand together on the contract, we risk shattering the community we have all worked so hard to build. We can’t let administration turn us against each other and into nothing more than a factory school, demoralized and disinvested. We need to stand united and strong to keep our dream alive.

Fair Pay is at Stake

by Dana Jae Labrecque, Broadcast Electronic Media Arts instructor

Faculty have been working so hard for so little in return except for the love and praise we receive from our students as we



Left: Dana Jae Labrecque, happy in Iceland.

inspire them to learn. We also feel gratitude and admiration among ourselves with each new endeavor and accomplishment, but that doesn’t put food on the table, afford us a home in San Francisco nor make it any easier to send our own kids to college.

Last semester, I got a reality check around how little we earn in comparison to the rest of the Bay 10 community colleges. The numbers presented by our amazing economics instructor Doug Orr left me with a gaping hole in my system. From his presentation, it appears that the more educated we are with advanced degrees and/or a +15 or +30 added to our payroll column, the more we fall behind our peers over time until retirement.

One day after the district had “sunshined” their negotiation points, I felt anything but sunshine after reading their “bargaining details” and even more demoralized when I read a job posting for a Senior Management Assistant, paying up to \$95,805 for a 40 hour/week job.

Many of us have been working 90+ hours per week for the past few years in this accreditation boondoggle. Besides teaching, inspiring, data-mapping, and writing reports to assist the college through the “restoration status” granted by the ACCJC, we have had to follow myriad changes in administration and the consultants hired to fill in the “expertise gap” of some of the administrators. We spend countless hours running around the mouse wheel in an attempt to keep our college open and accredited.

The communication between the senior-level administration and most of the college had been the worst I have experienced in 35 years of a working life that has included owning my own businesses, working on film and music productions, and teaching experience at four colleges. We are already on meaningful new ground with Interim Chancellor Susan Lamb who’s working to lead us out of the communication quagmire. Let’s also hope that this includes dealing with the district during our negotiations to obtain a fair salary commensurate with our workload, other community colleges, and living expenses in the nation’s most expensive city.

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