

District Moves Toward “Fast-food” Style Workplace

Full-time faculty cut by 25%

PT faculty held under threshold for benefits

For years City College of San Francisco has had one of the highest ratios of faculty working full-time to those working part-time compared to other community colleges in the state. In 2015-16 we were Number 1. The austerity-minded FCMAT has chided the college for such practices. They have instructed the District to employ more faculty part-time and keep their workload below the benefit threshold.

That is exactly what has happened. And all faculty have been hurt by CCSF District administration’s insistence on following these ACCJC/FCMAT austerity measures. Compared to 2011/12 we have 25% fewer faculty working full-time but only 2% fewer faculty with a part-time load, while the proportion of faculty working enough part-time hours to receive benefits has dropped from 50% to 32%.

We must resist these moves towards austerity and maintain our full-time faculty core. The time for the District to hire full-time faculty replacements is now. Over the years, the ACCJC-imposed faculty workload has increased, exhausted our faculty, and created low morale. This needs to end. We demand that the district reverse this trend and hire more faculty into full-time positions.

These program cuts and austerity measures are devastating and imperil our ability to fulfill our mission: to meet the educational needs of the people of San Francisco.

San Francisco has actually grown by 7% in the years 2010 to 2015. How can we successfully fulfill our mission while the District cuts our program by 35%, and cuts full-time faculty by 25%? This is not the way to meet the needs of a growing population. It just doesn’t add up.

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Negotiations: The Road Ahead

What lies ahead for the college is a period of uncertainty. The Free City College program that our union led the fight for is likely to have positive impacts on enrollment. But how much? No one knows for sure.

But here is what we do know. We have an obligation to meet the educational needs of the community we serve. The idea that you can continue to underpay the faculty and cut the program of classes is not a long-term solution to meet that mission. The faculty at City College of San Francisco must be paid wages that are competitive and meet the needs of the faculty members and their families. We hope that the district will work to find viable solutions to these long-term issues and not merely continue to play fiscal games designed to satisfy austerity goals.

We hope that tactics designed to divide us will be off the District’s agenda. We must stand united with each other and with our students and our community.

We need to hear from you around compensation, load, class size, benefits, re-employment and other rights for part-time faculty, categorical faculty rights, evaluation, professional responsibilities, and more. A bargaining survey will be coming shortly. Please start talking about these issues and share your ideas with your Precinct Rep and Union leaders.



(Left, April 27, 2016)

AFT 2121 faculty pose with labor and community in front of the truck the Teamsters drove to our picket lines in a show of unity with our powerful one day strike for the City College SF Deserves.