

San Francisco Community College District Federation of Teachers

AFT Local 2121 311 Miramar Avenue San Francisco, CA 94112

415-585-2121 415-585-4305 fax April 20, 2017

# **Preparing for a New Contract Campaign**

# Gains in our Last Contract

Our last contract campaign produced several wins for 2015-18. We won much-needed raises, additional top steps, and load improvements (see 8/11/16 bulletin www.aft2121.org/ta\_2016). We achieved these gains through organizing our members and calling out the district on their unfair labor practices. Our historic one-day strike on April 27, 2016 demonstrated faculty power in a climate racked by crisis and focused on austerity. We've learned how to organize effectively and talk about critical issues with our members; this collective action has been a springboard for achieving future gains.

# It Doesn't Add Up: Cuts Go Deep, Destroy Programs

Cuts will be 35%, not 26%; Full time faculty cut by 25%, While SF Grows by 7%.

A frequent refrain from CCSF District administration has been that the College failed to "align" the class schedule when enrollment began dropping after ACCJC sanction in 2012. Actually, as we can see from the chart below, cuts in program began immediately with a 7.2% cut in 2012-13 compared to the previous year, as measured by the number of full-time equivalent faculty (FTEF). In fact, through the current year, 2016/17, cuts already stand cumulatively at 21.7% since 2011/12.

CCSF was cutting classes long
BEFORE it announced its plan to "align" our
class schedule with a 26% cut over 5 years
starting in 2015-16. Continuing with planned
cuts will mean a 35% cut over a decade.
This will damage recovery efforts when
administration should be taking advantage
of favorable conditions for growth, including
Free City College, full accreditation, a growing SF population, and a favorable exemption from the cap on growth funding the state
has granted CCSF for the next 5 years.

Class cuts affect our students' ability to reach their goals, add to the frustration from other roadblocks, and thus negatively impact our enrollment. It's time to grow back into the College San Francisco deserves.

## Program Cuts, Faculty Decline, and San Francisco's Growth

### Year to year cuts % Change Year FTEF 2011-12 1,884 2012-13 1,749 -7.2% 2013-14 1,675 -4.2% 2014-15 1,594 -4.8% 2015-16 1,557 -2.3% 2016-17 1,475 -5.3% Cuts since 2011/12-21.7%

# Projected year to year cuts

Year	FTEF	% Change		
2017-18	1,397	-5.0%		
2018-19	1,327	-5.0%		
2019-20	1,261	-5.0%		
2020-21	1,223	-3.0%		
Proj. thru	20/21	-35.1%		
*projected data in italics				

### **Decline in CCSF Faculty**

	Full-time	Part-time	Total	
2011-12	823	865	1688	
2016-17	616	850	1466	
Change	-207	-15	-222	
% Cut	-25%	-2%	-13%	

### City and County of San Francisco Growth

Population	Year	% Change
805,235	2010	
864,816	2015	7.4%

CCSF District administration has proposed to continue cuts in program (FTEF) totaling 26% from 2015/16 thru 2020/21. However, since 2011/12, the College has already been cut by 21.7%. Further projected cuts in FTEF would bring the total programs cuts to 35.1% while San Francisco's population continues to increase.

Now that we've made City College FREE for San Franciscans it's time to grow and rebuild our CCSF not shrink it! Class cuts at CCSF insert immediate and lasting chaos, damage, and doubt into our students' educational futures and growth—and our college and communities suffer.

Instead of reducing class offereings we want CCSF District administration to give the recent full accreditation and Free City victories a chance to positively impact our enrollment. AFT 2121 has called for a moratorium on class cuts for the Fall 2017 Semester.

Sources: Full-time Equivalent Faculty (FTEF) from Argos data, projected FTEF based on proposed cuts by administration, faculty counts from CCSF faculty payroll files, San Francisco growth from US Census data.



OPEIU-29-AW AFL-CIO (2121)

# 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.