

union action

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VOICE OF AFT 2121



Bernie Sanders celebrates Free City with the CCSF community on Sept. 22, 2017.

AFT
2121

San Francisco
Community College
Federation of Teachers

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The Affordability Challenge

Five charts

How the housing crisis affects CCSF faculty

2-3

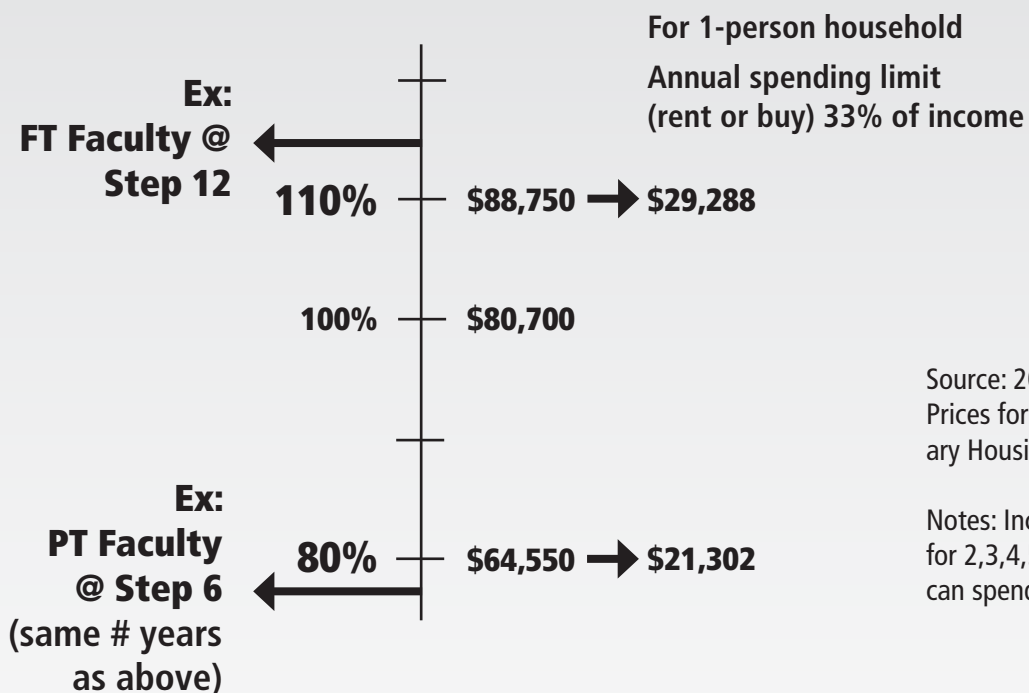
Negotiations

A history of contract gains & challenges

4

Most faculty qualify for SF Affordable Housing

Area Median Income (AMI)



Source: SFCCD Faculty Contract (effective 7/1/17)

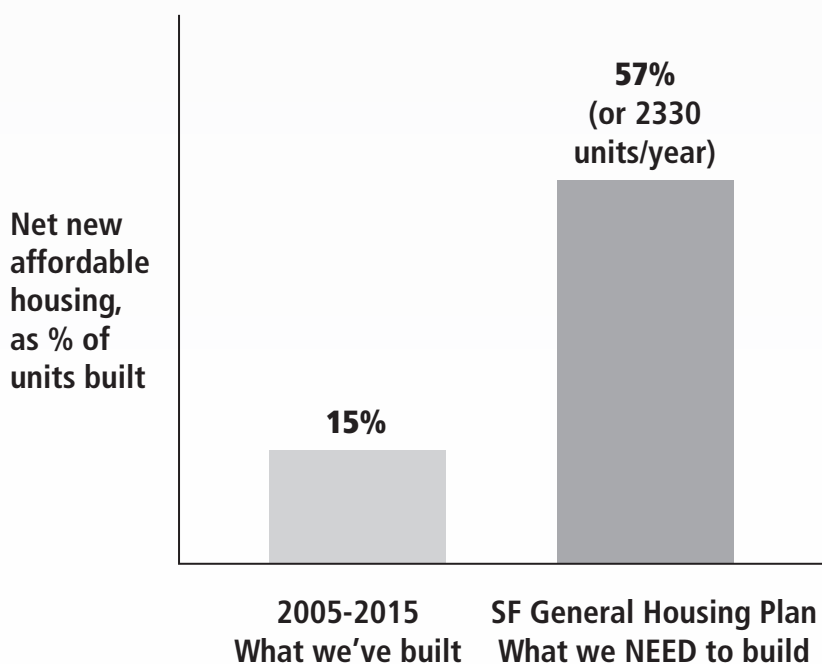
Notes: Salary examples assume F+30 placement (BA+60 units where MA is required). PT example is from 86% pro rata instructional scale; assuming work at other community colleges to achieve full-time equivalence.

Source: 2017 charts, Sample Sales Prices for the San Francisco Inclusionary Housing Program, SF MOHCD

Notes: Income allowances are higher for 2,3,4,5-person households, so they can spend more on housing.

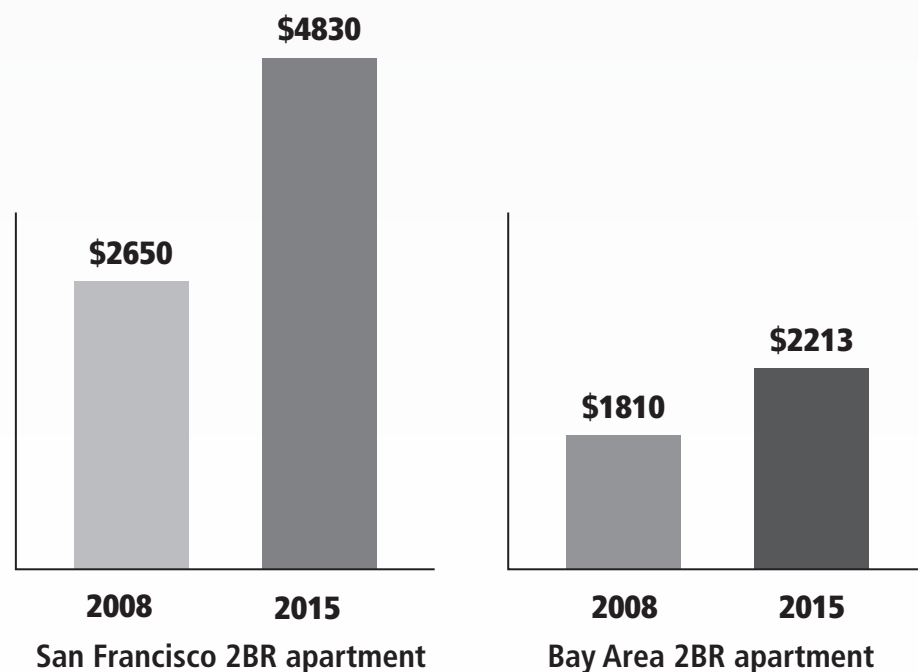
...But how much is affordable in San Francisco?

The City is building houses and condos, just not enough *affordable* housing



Source: SF Examiner January 2016 op-ed, directors of the Council of Community Housing Organizations.

SF rents have outpaced rest of Bay Area



Source: San Francisco Housing Inventory, 2015 Report

Why Housing Affordability Matters

Faculty living conditions...are working conditions

by Li Lovett

San Francisco is one of the most expensive places to live in the United States. Wages for working-class San Franciscans have not kept up with the astronomical increase in housing costs. Faculty at CCSF fared even worse under the circumstances of the accreditation crisis. Unilateral salary cuts were imposed by the State-controlled administration and the Accrediting Commission for Community and Junior Colleges (ACCJC) hung the sword of Damocles over the very existence of our college. Our wages languished below 2007 levels until our last contract. We must now turn our attention to addressing the consequences of this perfect storm. The lack of affordable housing threatens the long-term quality of education for San Francisco. Students deserve top quality educators and, at the same time, faculty at

City College of San Francisco deserve to be paid a salary so they can live in the communities they serve. How will we be able to attract and retain high quality faculty if the affordability crisis is not addressed?

Housing must be truly affordable

In the San Francisco Bay Area, the parameters for “affordable housing” are difficult to get everyone to agree on. What we should all agree on is that in searching for solutions we should not pit the needs of different income groups against each other.

Last December, the Council of Community Housing Organizations (CCHO) released an infographic, “The Filtering Fallacy,” debunking a trickle-down myth that any sort of new building (usually market-rate units) will free up older, less expensive units for low- and middle-

income workers. San Francisco is building as fast as it can—just look around at the torn-up streets and rise of sparkling new condominiums. According to UC Berkeley researchers, it would take 30 years for “filtering” to benefit middle-class and low-income households.

So building by the private sector alone is not the long-term solution. We need to preserve the existing housing stock and protect long-term tenants from eviction and price gouging. New housing must be produced with the needs of the low- and middle-income workers in mind. We must push for a greater percentage of new housing to be truly affordable, not just cater to the ‘market’ where the median price for San Francisco homes in May 2017, according to the Paragon Real Estate Group, has hit an unbelievable \$1.5 million. And we need to strengthen tenant protections in communities around the Bay Area

as people have been pushed to move farther out.

What can we do

AFT 2121 has recently joined a new affordable housing coalition with some of our strongest community allies, including Jobs With Justice, SF Rising, and Chinese Progressive Association. The group seeks to build power so that the needs of labor, education, and our allies will be heard.

Affordability begins with decent, livable wages. Just as we organized faculty and community allies to fight the ACCJC and to bring Free City to San Francisco, we can build solidarity toward winning a decent contract so that we can continue to serve the community we love!

To learn more and get involved, please contact editor@aft2121.org.

How many CCSF faculty live where they work?

Only 50% reside in San Francisco



San Francisco	<15 mi	<30 mi	Beyond
50%	29%	15%	6%

*Actual miles as the crow flies, driving distance and commute may be longer.

What's next for the Balboa Reservoir?

The Balboa Reservoir project has been presented to the community for several years in a process tightly controlled by the Mayor's Office of Economic and Workforce Development. But City College of San Francisco has the right under the state's California Environmental Quality Act (CEQA) process for mitigation of adverse effects from the project.

CEQA permitting is a public opportunity for the community to demand that the project maintain access for students, faculty and staff, especially as City College enrollment grows due to the Free City program. The College has a duty to defend the interests of the needs of the students, faculty, staff and community we serve. We also want to ensure the building of the Performing Arts Education Center (PAEC) as this project proceeds, given that PAEC is one of the common interests we share.

While this project involves several nonprofits, the developer, AvalonBay Communities, has probably determined how much “other” housing it will build as a cost of doing business. The majority of units may be offered at market rate. In fact, if this occurs it will be a missed opportunity to support affordable housing. AFT 2121 insists that the interests of our students, faculty and community remain paramount.

2018 AFT Contract Goal

Increase faculty salaries to above Bay Ten median

by Chris Hanzo

The decline in faculty salaries at CCSF, together with the affordability crisis in San Francisco, are causing enormous financial hardship for current faculty and negatively impacting recruitment of new faculty. AFT's priority in upcoming negotiations is to restore salaries to above the median of Bay Area community colleges.

A decade of adversity

In the early 1990s, AFT and the District jointly embraced this goal. By 2002, both full-time and part-time pay scales were at either #1 or #2 in comparison to their counterpart scales at the other Bay Area community colleges. As late as 2007, faculty salaries were still above the median. What happened in the years since bears repeating, as it has led to the current crisis:

1. The Great Recession hit the community colleges hard in December 2009, leading to massive cuts in State funding and a sharp decline in District revenues. CCSF tried to weather the storm without drastic downsizing, further drawing on financial reserves.
2. ACCJC sanctions led to State trusteeship and imposition of fiscal austerity measures, highlighted by the draconian unilateral 9% faculty wage cut in the Spring of 2013.
3. Huge losses in student enrollment from the accreditation crisis led to program cuts, layoffs, and finally, more cuts in State apportionment dollars.

4. The District returned to adversarial bargaining replete with takeaway demands. This culminated in AFT 2121's unfair labor practice strike in April 2016, followed by a mediated settlement, partially restoring salaries. Prior to settlement of the current contract, a full-time faculty member at the top of salary scale earned \$92,396 compared to \$106,558 today. Nevertheless, full-time faculty salaries lag at or near the bottom of the Bay Ten.
5. The full-time faculty core has been eroded, from a high of 823 to 578, with the administration refusing to replace all but a few vacancies from faculty retirements in the past several years. AB 1725, the community college reform bill of 1990, called for a 75%-25% full-time to part-time ratio, a goal not yet reached by any district.

Pro rata pay at CCSF

In 1992, AFT 2121 won its first pro rata pay scales, based on the concept of equal pay for equal work. Interestingly, an analysis of part-time pay scales at the time revealed that because hourly rates were relatively equal across the spectrum of part-time faculty, one group of part-timers were particularly underpaid: part-time credit instructors, who were limited to teaching 9 hrs/wk. Credit part-timers earned an astonishingly low wage equaling less than half of what a full-timer earned for teaching the same course! Librarians and counselors earned the same as their full-time colleagues, albeit with fewer pay steps,

but at 100% pro rata. Noncredit instructors were pegged at 85% pro rata.

The first credit pro rata scale was composed of 7 steps and was pegged at 60%, representing a big boost in part-time pay at the time. More than a decade later, after focused attention in multiple contract negotiations, credit pro rata rose to that of noncredit, then to 86%, with 13 Steps, which covers all part-time instructors today.

Statewide fight results in equal pay for equal work policy

In the post-Prop 13 underfunding of California's public sector, community colleges hired tens of thousands of underpaid part-time faculty. AFT/CFT allied with other faculty organizations to fight back, culminating in the passage of AB 420 on July 1, 2000, which declared:

The people of California do enact as follows:

"...Rapidly expanding community colleges are now overusing part-time faculty...often for financial reasons alone...the principle of equal pay for equal work requires that part-time faculty be provided compensation that is directly proportionate to full-time employment."

In February 2013, after AFT/District agreement, CCSF submitted its parity definition to the State, 100% pro rata pay, in order to receive \$1.89 million in on-going part-time equalization funding. This reinforces the idea that pay equity for faculty serves the needs of public higher education. (chanzo@aft2121.org)

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PE instructor Kathe Burick cheers on CFT president Josh Pechthault (center) speaking at the Free City kickoff as AFT 2121 political director Alisa Messer (right) looks on. Community allies Gordon Mar and Anakh Sul Rama (left) are emcees.

Free City kickoff and celebration in August 2017 brings out community supporters and enrolling students.

