

# union action

VOICE OF AFT 2121



**So much at stake in November's election**

*Yes on A - Yes on 30 - No on 32*

**4-5**



San Francisco  
Community College  
Federation of Teachers

AFT Local 2121  
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## **Fiscal crisis management**

*Sound measures...or reform on steroids?*

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By Alisa Messer

Every election cycle has high stakes, but the stakes of this November for CCSF have never been quite so concrete. With the possibility of losing our accreditation hanging over our heads, the College's fiscal fortunes sway from losing another \$11 million to gaining more than \$14 million annually.

It is understood in some circles that if Proposition 30 fails, the resulting trigger cuts will cause the demise—the actual disappearance—of several smaller community college districts in the state. That this is “understood” should ring terribly in all our heads: Will the state just let this happen? Where is the outrage here? Some think City College is “too big to fail,” but what about the other colleges and their students?

Of course, the relentless cuts have context: they are the result of the worldwide financial meltdown and the subsequent inability of the state to help itself through the crisis because of 30 years of tax leaks, cuts, and loopholes to the rich and corporations. Schools don't get bailed out; they just get hit harder.

While inadequate funding is certainly not our only challenge at CCSF, AFT 2121 believes it is primary; we were concerned about the budget long before any accreditation or FCMAT report or any newspaper article said so, and we have worked for the last several years to bring in new revenue. And on November 6, we finally have some practical, winnable revenue opportunities.

### Do something—productive

The most concrete thing all faculty can do to help ensure CCSF's future fiscal stability and re-accreditation right now is to help pass Propositions A and 30. (See pp. 4–5.) More revenue (A) and fewer cuts (30) is not the only issue, but it is significant, and everyone at the college can help make it happen. Talk to your precinct rep or email [getactive@aft2121.org](mailto:getactive@aft2121.org) or call 415-585-2121 to find out about the many ways to contribute. You can also go to [saveourcitycollege.com](http://saveourcitycollege.com) and literally contribute: in fact, we're asking all faculty who don't own property in San Francisco to kick in \$79 toward the campaign.

## High stakes for all of us

### Votes are key in saving City College

#### Easy to forget

Let's be real: this is scary. The anxiety and fears we hear about from members are understandable, all justified, as we worry over our own families' futures and those of our colleagues, our students, and the institution.

Amidst the flurry of teacher-bashing and public employee-blaming for the economic crisis a year or so ago, we reminded everyone that this crisis was not your fault, our fault. But it bears repeating now, as the ACCJC, the media, and the bashing focus on our extraordinary but beleaguered institution.

#### Crash course in alumni appreciation

Those of us who have been out walking precincts feel the love expressed for our college: when we present people with Save Our City College signs we are nearly always met with stories (“City College saved my son!”) and relief to hear that there is something concrete they can do to help, by supporting Prop A.

Which is a good reason to join us on the campaign trail. Volunteers report they are reminded of the bright spots: the fact that community members see CCSF faculty as heroes (an actual email); that they cannot imagine a San Francisco without City College; that many credit the institution with improving and enriching—sometimes even saving—their lives.

San Franciscans know that while some “junior” colleges focus primarily on transfer, we are also teaching immigrants English, helping welfare recipients transition to work, training those in recovery to help their peers through drug and alcohol counseling, serving as a lifeline to newly returned veterans, and boosting the skills of unemployed and under-employed workers so they can attain increasingly knowledge-intensive jobs.

This role is broader, more complex, and more beneficial to our city; it's also a role a lot of conservatives flatly reject and others have given up on. And it's a role that may well disappear if we do not turn around the funding crisis.

#### Growing the pie is better than re-slicing

Given the budget situation and FCMAT (pg. 3) taking aim at courses and programs as well as collective bargaining and fair employment practices (pg. 6), we know that negotiations will continue to be challenging.

The entirely achievable \$14 million from Prop. A (pg. 4) and the prevention of another \$10+ million loss if Prop. 30 loses will help protect the college and help protect its workers from the most heinous “solutions.”

AFT 2121 does not believe that meeting our accreditation or returning the District to fiscal stability necessitates abandoning the principles we collectively hold dear. But we need concrete solutions and a bigger pie.

At an institution that has in some cases been too slow to make smart changes (piloting web-based grading for 10 years rather than helping all faculty make the switch sooner comes to mind), we also do well to remember that there are areas where we can do better. Some fiscal “solutions,” after all, are better than others.

Change is not bad on principle; all too often, however, reforms are made thoughtlessly or pushed for the wrong reasons. In fact, the college is already making reforms that improve enrollment and scheduling, streamline management, and upgrade technologies. These measures will make better use of available resources and have less damaging impacts on workers or students than other options that have been proposed.

#### All true

Multiple things can be true at once, and more than one analysis can shed light on most complex situations. Thus, it can be true that City College has improvements it can and should make for the sake of our students and the institution as a whole. Meanwhile, privatization is a significant threat to public education and the public sector. And public employees—unions in particular, especially teachers unions—are the targets of right-wing attacks gone mainstream (see pg. 5 on the terrible Prop. 32 as one example—or coverage of the Chicago Teachers Union strike) that simplistically shift blame onto workers. These trends are neither mutually exclusive nor competing theories.

If we want to maintain accessibility, educational quality, and our mission as a community college, serving the broad San Francisco community with a necessary focus on low-income and underrepresented students for whom CCSF is the only option, we need to focus on concrete, short-term gains with long-term benefits for the College. First comes November 6: do all that you can. Join us! ([amesser@aft2121.org](mailto:amesser@aft2121.org))

#### On the cover:

The steps of City Hall were crowded with students, community members, elected officials, staff, and faculty as they rallied to save City College with new revenue to replace millions in state cutbacks. Hundreds of CCSF supporters were there to support Prop. A and tell the stories of why City College is so vital to San Francisco. Here, Alex Tom of the Chinese Progressive Association, led the crowd to chant in four languages, “I am City College!” See pg. 4 for more on Prop. A.

Photo: Chris Hanzo

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**AFT**  
2121

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I will VOTE to  
**Save Our  
City College**  
& California's future

## Payroll: Deductions underway, errors increase

In the last two payroll cycles, an inordinate number of faculty were not paid properly—and some were not paid at all. The problem appears to be a perfect storm: too much work and too few people in Payroll, and in some cases problems with faculty assignment paperwork not getting through the Office of Instruction in a timely fashion.

We need to hear from you if you haven't been paid for part or all of your assignment and you haven't been able to get the issue resolved. Please let us know the following:

- In which pay periods were you not paid correctly?
- Which assignments were you not paid for?
- Have you contacted Payroll? If so, what was their response?

Email us at [aft@aft2121.org](mailto:aft@aft2121.org) with this information.

## How does the 2.85% pay giveback affect my paycheck? What are the current HSS rates?

By going to our website, [www.aft2121.org](http://www.aft2121.org), you will see links that will help you make sense of your current pay with the 2.85% annualized giveback for 2012/13 and a link for the current HSS rates. If you need help, give us a call, 415-585-2121.

# FCMAT lowers boom on AFT contract

## Report pushes for takebacks, puts bargaining history in jeopardy

By Chris Hanzo

The final report from the State's Fiscal Crisis and Management Assistance Team (FCMAT), released and presented at the September 18 Board of Trustees meeting, takes aim at what it considers poor management of limited resources, over-staffing, and excessive spending on employees. It draws conclusions through comparisons of CCSF with four other single college districts in southern California, plus one district in the Bay Area, Foothill-De Anza.

FCMAT sounds the alarm bells for what they conclude is a dire fiscal crisis at CCSF, its unsustainable level of program offerings and geographic sites and overly generous employment practices "in the current economic environment." They offer a multiplicity of options for the College to consider, some of which they acknowledge may not be plausible or appropriate to adopt. Their message doesn't carry as ominous a tone as that of the AACJC's accreditation report and its mercuric "Show Cause" dictum. Instead, FCMAT emphasizes the need to make the "hard choices" with the encouragement that "you can do it."

As the faculty bargaining agent, we are particularly concerned with FCMAT's regressive recommendations to lower CCSF's costs by rolling faculty employment practices to what they were more than 30 years ago. They would have the College restore the super-exploitation of "temporary" workers, CCSF's part-time faculty, the vast majority of whom have worked for City College for 5

to 30 years. FCMAT calls for slashing part-time faculty pay, eliminating their health and dental benefits, and choking off their access to full-time faculty jobs.

FCMAT's recommendations constitute a 'Race to the Bottom' for faculty working conditions and our contract. First, they identify anything at City College that appears above what they consider the "norm" for faculty working conditions in California's community colleges. Second, they propose their elimination:

- CCSF has a higher ratio of full-time faculty than at other schools? Stop the hiring of new full-time faculty.
- CCSF has higher pay rates for part-timers? Reduce part-time wages.
- Too many part-timers receive District-paid health coverage at CCSF? Cap part-time assignments at 40% FTE.
- Retiree health benefits are too costly? Eliminate lifetime health care for future retirees.

FCMAT's approach to faculty working conditions at City College goes against the 30 year bargaining history at CCSF; 30 years of negotiating to improve and stabilize faculty livelihoods, enabling faculty to devote their energies to teaching and serving students. We've built a stronger full-time faculty core that is better able to develop the curriculum and spend more time with students. Historically, negotiations have been based on respect for both the Union's and the District's interests, problem-

solving rather than attacking each other as adversaries. Both parties have recognized that pay equity for part-time faculty and creating more full-time jobs benefits employees, the quality of education, and students. Actually, the fact that City College has survived the fiscal crises of the past and has made it this far through the College's current, greatest ever, loss in funding testifies to this approach to negotiations.

AFT has spent countless hours with District representatives over the years in negotiations crafting and adopting provisions and practices that not only improved faculty livelihoods but positively affected teaching and learning. We've kept a close eye on the District's budget, balancing employee needs with those of the College's fiscal health. We continue to believe that these are not mutually exclusive needs, contrary to 'race to the bottom' advocates.

Much has been done to prevent CCSF's fall into fiscal insolvency: program downsizing and reductions in the numbers of employees through attrition; consolidation of tasks/jobs and organizational structures; prioritizing and reducing assignments; deferring salary increases and approving wage givebacks.

New efficiencies are already under way to save and better utilize resources. Completion of the switch to online grading is within sight. There will be fresh look and possible changes to our current biweekly pay system. Recommendations to improve enrollment management, assess costs by sites, streamline management, make better use of technology—all should be done to reorient limited resources to the classroom.

There have already been significant changes in the size of program and the number of faculty working compared to last year. In our view, this alters aspects of both FCMAT's analysis and their conclusions. AFT will be looking closely at District spending forecasts, especially those related to faculty staffing, salaries, and benefits as this year unfolds.

We also need to reach out to the public for support and for new revenues, which we will continue to do. We will not sacrifice a College that has a vibrant faculty and staff, tries to do justice to all of its employees, strives to do more and better for its students, and values education and access for our communities. We have much to fight for in the coming weeks and months. ([chanzo@aft2121.org](mailto:chanzo@aft2121.org))

## Did you know?

### Short-term classes are paid hourly; cancelled classes are short term

Class cancellations for low attendance are bringing up a problem that the Union has yet to resolve. For part-timers, when a class is cancelled, the Office of Instruction converts the hours that the instructor has worked from pay by load to hourly. Because pay by load distributes pay evenly over the semester, the first few weeks of a class are "front loaded," that is, the instructor gets paid for more than he/she has worked, so inevitably the

instructor has to refund money to the District. This can be confusing and demoralizing. It is especially so when the instructor is immediately assigned another class with the same load value as the first, so that the load for the whole semester never actually changes.

Still, the Office of Instruction treats both classes, the cancelled one and the newly assigned one, as short-term classes—to be paid hourly.

When we negotiated pay by load, the intention was that eventually all assignments would be paid by load. We are getting closer to that goal, but these class cancellations—as well as odd assignments in which a part-timer teaches one class for nine weeks followed by another with the same load for nine more weeks—are still a problem. We are looking with the District to find a satisfactory resolution to this situation; meanwhile, you can expect that if you have a class cancelled, you will owe the District money even if you are assigned another class with exactly the same load.



Librarian Alan D'Souza (right) invited colleagues to phone bank with him as part of his birthday celebration; this was just part of the crew that constituted a full house at campaign headquarters in late September.

## Vote YES on Prop A to Save Our City College

**W**hy? Because in tough times, community colleges are more important than ever. City College of San Francisco is vital to the Bay Area's economy, the largest provider of workforce training, the most dependable path for many students to educational opportunity, and the only affordable option for many middle and working class families.

### Background

Since 2008-09, California's community colleges have been cut by \$809 million, or 12 percent, and total statewide enrollment has gone down by 300,000 students at a time of increased demand. Here at City College of San Francisco, the state has reduced funding by more than \$53 million over the past three years; as a result, CCSF's annual revenues are now more than \$25 million less than they were just a few years ago. The result of years of drastic cuts in state funding is painfully clear: overflowing classes, reduced course offerings, cancelled summer sessions, unfilled positions, and employee furloughs and pay cuts. Far too many students are now unable to get

the classes they need to pursue their educational dreams.

### Prop A, The Parcel Tax

CCSF Trustees have placed a temporary \$79 parcel tax on the November 2012 ballot to provide more than \$14 million in local funds annually for the next 8 years, which the state cannot take away. This revenue will help ensure an accessible, affordable, quality education for students; maintain core academic classes in writing, math and science; prepare students for four-year universities; preserve workforce training for careers in nursing, engineering, and technology; fill critical teaching and other positions; and keep college libraries open.

The parcel tax requires independent audits and a Citizens' Oversight Committee, expires after eight years, and retains all revenue for CCSF to support core academic programming.

### San Franciscans stepping up

San Franciscans inside and outside City College have been stepping up to safeguard City College's future. All of the college's employees—from tutors to librarians to custodians and engineers and IT staff and biology professors to deans—have given back, sharing in the sacrifice

because they also share a commitment to serving the City's diverse students. Current and former City College students are supporting this measure, along with many residents of San Francisco, because they want to ensure continued access to higher education. But private fundraising and employee givebacks alone cannot replace the lost State funds.

### Save Our City College

If City College is to survive and maintain accessibility, educational quality, and our mission as a community college serving the entire San Francisco community with an essential focus on low-income and underrepresented students, we must pass the Parcel Tax to reverse the decline in revenues that has been crippling the college.

But what about that Accreditation Report? Recent concerns about the college's accreditation confirm what those at the college already knew well: the fiscal situation in the District is dire and the College likewise has other concerns it needs to address. Although the recent accreditation report levels a long list of criticisms at the District and City College, some legitimate issues that needed to be addressed and are being addressed, a real problem that is addressed by the parcel tax is the state's defunding of public education and its disinvestment in our community college system. CCSF needs revenue if it is to keep its doors open to San Francisco's diverse student population.

### Vote yes! to Save Our City College because:

**City College is vital to the economy of San Francisco:** In tough times, community colleges are more important than ever. City College is the largest provider of workforce training in San Francisco. It offers programs in growing fields such as engineering, nursing, and technology, and provides job retraining to teach workers new skills. All San Franciscans benefit from a strong City College.

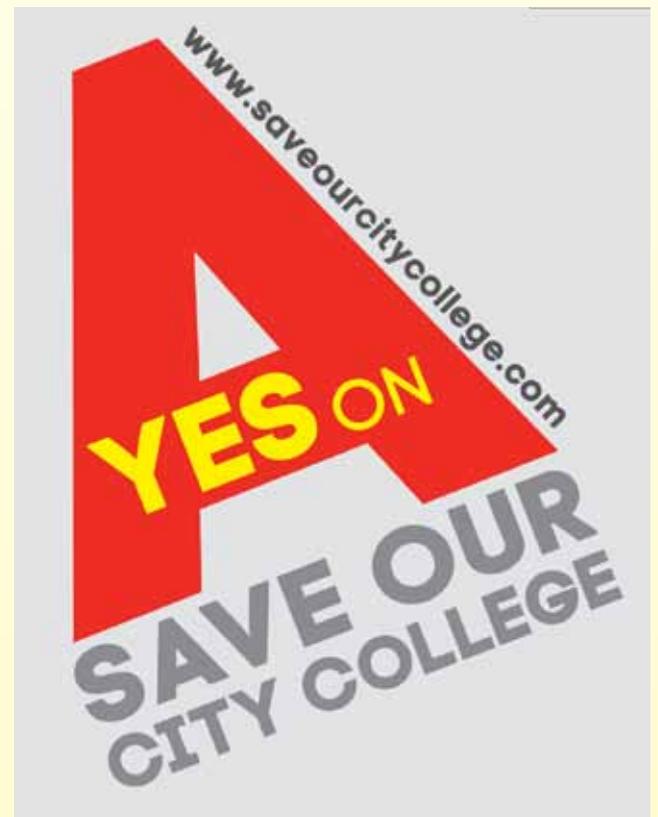
**City College is the most accessible and equitable option for educational opportunity:** For many low-income and underrepresented students, City College is their only option for higher education. This

measure is needed so students of all ages, incomes, and ethnicities have access to an affordable, high quality college education. City College opens the door to an accessible and affordable pathway to a better life for all of us.

**City College is an affordable option for middle and working class families:** With tuition at California's four-year universities rising sharply, San Francisco's community college provides an affordable alternative for middle class and working class families.

**We need to repair state cuts to higher education:** San Francisco is facing its greatest threat to affordable higher education in history due to drastic cuts in state funding. City College needs a stable source of funding that the state cannot take away to prevent program cuts. Without additional funding, City College will not be able to provide today's San Franciscans the same educational opportunities that were available to previous generations.

Hundreds of students, workers, and community members have

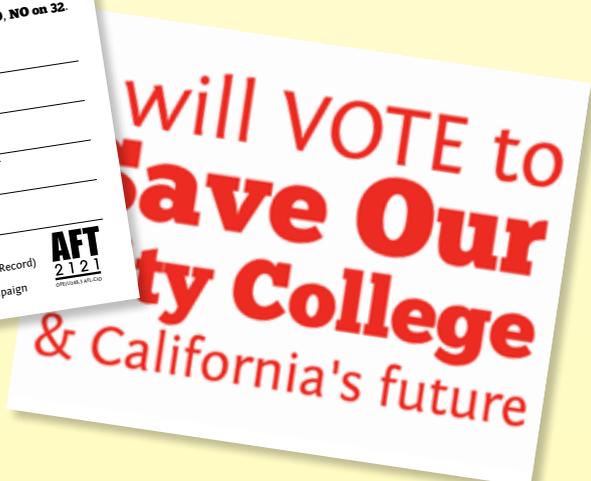


been coming together to build a strong coalition that recognizes what City College of San Francisco has achieved and what it symbolizes: A society in which every person can access opportunity, not just those with the financial resources to pay for it.

Help save City College of San Francisco by supporting Prop A; You can do this by signing our pledge card (see page 8), talking to fellow faculty and San Franciscans about A, and volunteering for phone banking or precinct walking. Call 415-585-2121 or email getactive@aft2121.org. Join us in voting *Yes on Prop A*.

By signing this card, I hereby pledge to **vote this November:**  
 I will vote **YES on Prop. A**, the parcel tax for City College of San Francisco.  
 I will vote **YES on Prop. 30**, the Schools & Safety Protection Act/Tax the Top.  
 I will vote **YES on Prop. 32**, the Special Exemptions Act.  
 I will vote **NO on Prop. 31**, the State Exemptions Act.  
 I will tell my friends & family about the importance of **YES on A & 30, NO on 32.**  
 I will help with the campaign!

Name \_\_\_\_\_  
 Middle Name \_\_\_\_\_  
 Last Name \_\_\_\_\_  
 Cell Phone \_\_\_\_\_  You can text me at this number  
 Home Address \_\_\_\_\_  
 City, State, Zip \_\_\_\_\_  
 Date of Birth \_\_\_\_\_ (to match our Voter Record)  
 I am a member of AFT 2121  Please keep me up to date on the campaign





## Tax Millionaires and Stop Their Power Grab

### What would Prop 30 do?

Proposition 30 asks the richest Californians to pay their fair share to fund public education and vital public services. Prop 30 is the first step to restoring investment in California's future after years of slashing school programs. It brings back funding for teachers, school staff, libraries, and safe neighborhoods. It will prevent "trigger cuts" from further devastating our schools, higher education, and vital services.

Prop 30 protects funding for K-14 and early childhood education, and frees billions in general fund dollars to restore cuts to higher education, healthcare, childcare, and other critical services. The accountability measures built into Prop 30 ensures the money will be spent as promised. *Vote YES on Prop 30.*

### Prop 32 an attack on Unions and workers' rights - NO on 32

**"[Prop 32] is dripping with cynicism...It certainly won't prevent one-percenters from getting their two cents in, or their \$2 million."**  
**-Sacramento Bee, 12/22/11**

By Kathe Burick

The wealthy proponents of Prop 32 claim it is fair and balanced "campaign funding reform" that will stop the influence of special interests in California politics; however, this "reform" is a carefully crafted attack on working and

#### Who's behind Proposition 32?

Proposition 32 exempts the same corporate special interests that are funding the campaign: Big oil companies, insurance company executives, hedge fund managers, Wall Street bankers, big developers, and Super PACs.

middle class families and the unions that stand up for the interests of their workers and the 99%. It is misleading and unfair, and certainly not reform. Here's why.

The backers of Prop 32 claim it will stop unions and corporations from collecting political funds through payroll deductions, but corporations hardly ever use payroll deductions to collect funds to support or oppose candidates or ballot measures; they use their profits. Corporations already outspend unions 15-1, and this measure would make the system even more unbalanced. The goal of the proposition is to remove any opposition to the corporate agenda, which includes outsourcing jobs, gutting homeowner protections, slashing wages and health benefits, and attacking retirement security.

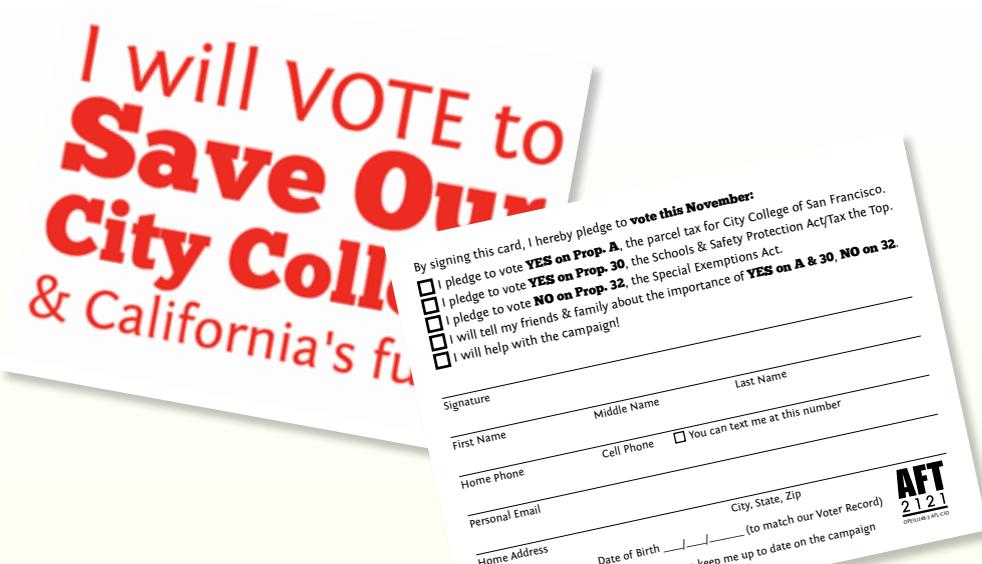
Prop 32 would silence the voice of public and private sector unions in California politics. As a result, union workers would be unable to fight back against corporate special interests on issues that matter to

everyone—like jobs and working conditions, better wages and benefits, school and college funding, police and fire response times, and patient and workplace safety. Remember Schwarzenegger's special election that was soundly defeated by the nurses, teachers, and firefighters a few years ago? If Prop 32 succeeds, we won't have the political power to defend ourselves when anti-union measures return to the ballot box.

This measure is funded by corporate executives and millionaires associated with the anti-union Lincoln Club of Orange County, which played a key role in backing the *Citizens United* Supreme Court decision that reversed federal campaign finance reform. Wealthy backers like billionaire Jerry Perenchio wrote in special exemptions to this measure, allowing them—and the companies and organizations they control—to continue spending with NO limits on political campaigns.

Also exempt from spending limits are Wall St. hedge funds, insurance companies, real estate investors, sole proprietorships (some of the largest companies in the state), and limited liability companies and partnerships (LLC & LLP), as well as secretive Super PACs and corporate front groups that can raise unlimited amounts of money from their backers: Companies like Wal-Mart and billionaires like the Koch Brothers. This measure does nothing to prevent anonymous donors from spending unlimited amounts to influence elections.

Prop 32 is definitely not campaign funding reform. It is actually designed to weaken unions and give corporate CEOs even more power to boost their profits by cutting jobs, eliminating retirement security, and reducing wages. It's the first of a one-two punch to give more control of government to powerful corporate special interests than they already have. The 99% need a voice in California politics. *Vote NO on Prop 32.*



### How is the Money Raised? Ninety Percent comes from the Top 1% - Here's How

Raises income taxes on the highest earners by 3%. Individuals making below \$250,000 and families making below \$500,000 will pay no additional income tax.

Tax Increase	Single Filer	Joint Filers
1%	making \$250K or more	making \$500K or more
2%	making \$300K or more	making \$600K or more
3%	making \$500K or more	making \$1 Million or more



It increases the sales tax by 1/4 of a cent for 4 years.

This is a smaller rate than existed until July 2011.

The income tax increase on the wealthy lasts for 7 years.

Those who benefit the most should pay a fairer share for the services we all need. Help Us Reclaim California's Future!



# Over three decades of fighting for quality jobs and education

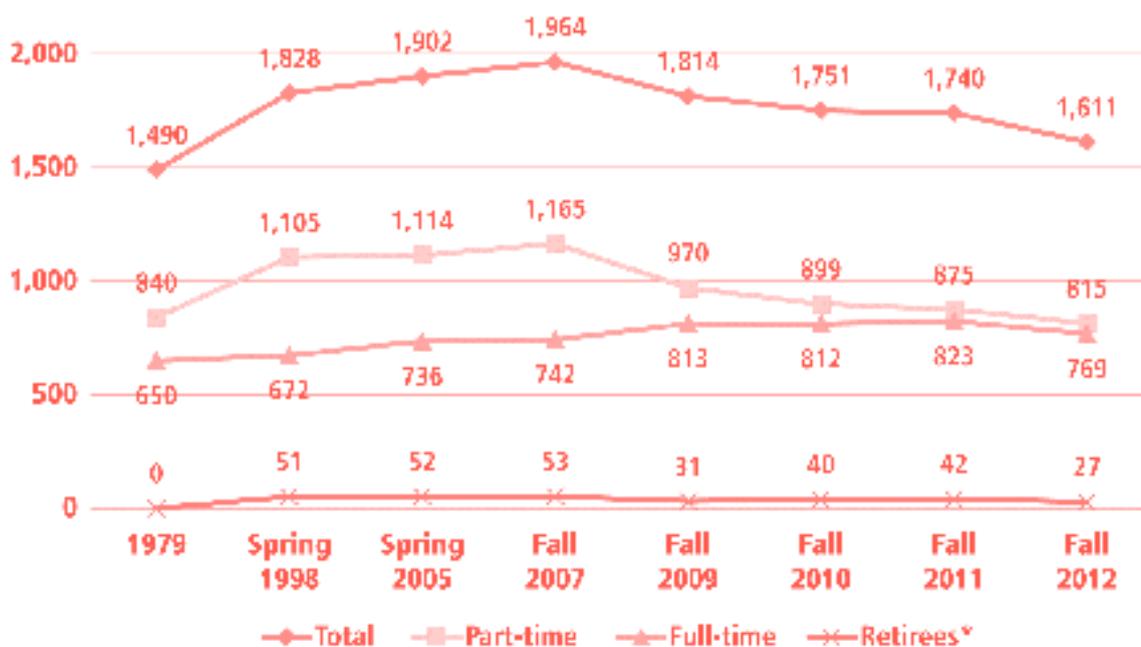
## A history of faculty gains

- 1978** AFT 2121 wins collective bargaining election and representation rights for CCSF faculty.
- 1979** AFT and District negotiate to impasse. Survey shows CCSF salaries ranked in the bottom 50% of the Bay Ten community colleges. Fact-finding Report endorses upgrading and pro rated benefits for part-timers. AFT first proposes pro rata pay for part-timers.
- 1981** Agreement recognizes that full-time "permanent" employees in Health Service System (HSS) receive health coverage in accord with SF City Charter provision, including vesting in lifetime coverage. Upgrading provision provides "first consideration" to current part-time faculty for full-time jobs and for assignments up to 60% FTE.
- 1983** Health and dental coverage established for part-timers at 50% or greater FTE load for 9 months out of year.
- 1984** AFT 2121 launches full-time jobs campaign to address the District's increased hiring of part-time instructors and the overall exploitation of temporary employees in the community college system, winning 10 new full-time positions over faculty replacement positions.
- 1992** District agrees to raise salaries above the median of Bay Ten colleges and to the first pro rata "mirror" scales for part-timers, pegged at 60% pro rata for credit instructors, 85% for noncredit instructors, and 100% for counselors and librarians.
- 1993** Credit pro rata raised to 65%.
- 1994** Part-time reemployment preference rights established after one year of "interest-based" negotiations
- 1995** Credit pro rata to 70%, then 72.5%
- 1997** Salary formula agreed to whereby faculty would receive their "fair share" of new revenue; AFT 2121 moves for pay equity resolution at CFT convention.
- 1999** Rally at State capitol for pay equity and job security rights for community college part-timers. Chancellor Phil Day joins CFT rally and delivers electrifying speech. Equal pay for equal work for California's community college part-timers written into State law with passage of AB 420. Paid office hours for part-time faculty inaugurated at CCSF.
- 2000** Credit pro rata raised to 79%.
- 2001** Full-time salaries rank 2nd in Bay Ten, and 5th to 7th in State; Part-time rates for credit instruction rank 1st or 2nd in State. First allocation of \$57 million in State budget, for pay equity, with \$1.9 million for CCSF.
- 2002** Credit Pro rata pay raised to 85%. District-paid benefits through the summer for part-timers begins.
- 2006** District agrees to provide 6 weeks of Pregnancy Disability Leave.



CCSF faculty united for parity and improved conditions over three decades.

### A look at the number of part-time and full-time faculty at CCSF over the years:



\*Retired faculty returning to work part-time.

By signing this card, I hereby pledge to **vote this November:**

- I pledge to vote **YES** on Prop. A, the parcel tax for City College of San Francisco.
- I pledge to vote **YES** on Prop. 30, the Schools & Safety Protection Act/Tax the Top.
- I pledge to vote **NO** on Prop. 32, the Special Exemptions Act.
- I will tell my friends & family about the importance of **YES on A & 30, NO on 32.**
- I will help with the campaign!

Signature \_\_\_\_\_

First Name \_\_\_\_\_ Middle Name \_\_\_\_\_ Last Name \_\_\_\_\_

Home Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_  You can text me at this number \_\_\_\_\_

Personal Email \_\_\_\_\_

Home Address \_\_\_\_\_

Date \_\_\_\_\_ Date of Birth \_\_\_\_\_ City, State, Zip \_\_\_\_\_

I am a member of AFT 2121  Please keep me up to date on the campaign

Home Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_  Please keep me up to date on the campaign

Personal Email \_\_\_\_\_

Home Address \_\_\_\_\_

Date \_\_\_\_\_ Date of Birth \_\_\_\_\_ City, State, Zip \_\_\_\_\_

I am a member of AFT 2121  Please keep me up to date on the campaign

**AFT 2121**  
UNIVERSITY OF CALIFORNIA

I will VOTE to  
**Save Our  
 City College**  
 & California's future

## AFT 2121 delegates attend national convention

### Educators join in collective action and planning

By Nancy Mackowsky

Seven delegates from AFT 2121 were among more than 3,000 attendees of the AFT National Convention held in Detroit in late July. Speakers included faculty, school employees, and student leaders, as well as leaders of other unions and community groups. Diane Ravitch, one of the keynote speakers, spoke forcefully against the so-called education reform movement and its “reign of error.” She criticized its strategies of funding cuts, privatization, the scapegoating of teachers, and the closure of neighborhood public schools, which she likened to “putting a knife into the heart of a community.” She ended with a message of hope, however, noting that there has been progress, with some school districts making more sensible policy decisions. She emphasized that if we keep our union strong, we will win.

AFT 2121 members joined a group of 500 delegates that took to the streets to canvass neighborhoods, speaking to residents in support of an upcoming ballot initiative for a Michigan constitutional amendment protecting collective bargaining rights, which have been chipped away by measures passed by the Michigan legislature.

It was clear that the struggles we are experiencing in California are nationwide problems, but there was

reason for optimism. Josh Pechthalt, President of the California Federation of Teachers, spoke of the situation at City College, and we received pledges of support and assistance. Gaby Pacheco of the United We Dream Network spoke of the fight for the Dream Act. Most impressively, the Chicago Teachers Union had a strong

presence at the Convention, and, in a public meeting, members spoke of their work with their communities to prevent school closures and preserve quality education while fighting for a fair contract. We came away inspired by their intelligence, militancy, and commitment to quality public education. ([nmackowsky@aft2121.org](mailto:nmackowsky@aft2121.org))

### Pension reform alert

## Dec. 31, 2012, deadline to buy CalSTRS airtime and maybe more!

The recently enacted California Public Employees' Pension Reform Act of 2013 (PEPRA) takes effect January 1, 2013. It makes significant changes to public employee pensions (summarized at [www.calstrs.com](http://www.calstrs.com)). It will prohibit the purchase of “airtime” (nonqualified service credit) by current and future members of the CalSTRS Defined Benefit (DB) retirement plan. If you are a DB member and wish to purchase airtime, CalSTRS must receive your application by Dec. 31, 2012.

For part-timers in Social Security or CalSTRS Cash Balance (CB) who wish to take advantage of the current DB plan (instead of the second-tier, less beneficial DB plan starting 1/1/13), we strongly recommend that you make this change by the end of the calendar year.

More information will be posted at [www.aft2121.org](http://www.aft2121.org).

## Members call for an end to war profiteering

By Allan Fisher

At the 2012 AFT convention, members of the USLAW steering committee, chair of the Wisconsin AFT Bryan Kennedy, and AFT 2121 President Alisa Messer, met with Randy Weingarten, president of AFT, to discuss implementation of two important convention resolutions the AFT had previously passed. One 2010 resolution called for the withdrawal of all armed forces and military contractors in Afghanistan to begin immediately and to be completed by January 1, 2013. The other resolution called for reducing military spending and using the money to fund education and human services. The resolution also committed the AFT to undertake an educational campaign on these issues and for members to

be involved in the political tasks necessary to implement the goals of the resolution. Both resolutions may be found on the USLAW website: [www.uslaboragainstar.org](http://www.uslaboragainstar.org).

President Weingarten agreed to work with USLAW to implement an educational campaign to promote active involvement against the war and to demand a federal budget that prioritizes social spending over military spending.

The AFT convention in Detroit also marked the formation of an official USLAW AFT caucus, which allowed us to have a literature table, as well as hold an informational meeting about USLAW. We made contact with locals that we hope will join USLAW, and with several individuals who became members of USLAW. ([afisher@ccsf.edu](mailto:afisher@ccsf.edu))

## Mission campus' new ASC President focuses on big issues

By John Walsh

“It’s important that the community get involved with CCSF, and that’s something I want to work on,” said Xiomara Martinez, the newly elected President of the CCSF Mission campus Associated Student Council. Martinez has learned, through experience, the value of community.

Born in El Salvador and raised by her aunt from the age of seven when her mother immigrated to the United States, Martinez relied on the community of her Catholic church, where she eventually taught Catechism classes. She immigrated to the U.S. when she was 19 to be with her boyfriend, now husband, Yovani, with whom she has two boys, Yovani, 7, and Andres, 4. She still teaches Catechism at Mission Dolores.

The Mission campus community has also been important to Martinez. She has been taking high school classes through City College, and she will soon start her college courses. Martinez said, “I have learned a lot. I’m not the same. When I came here, I didn’t know what I was saying and I couldn’t write a sentence. Now, I can write an essay.”

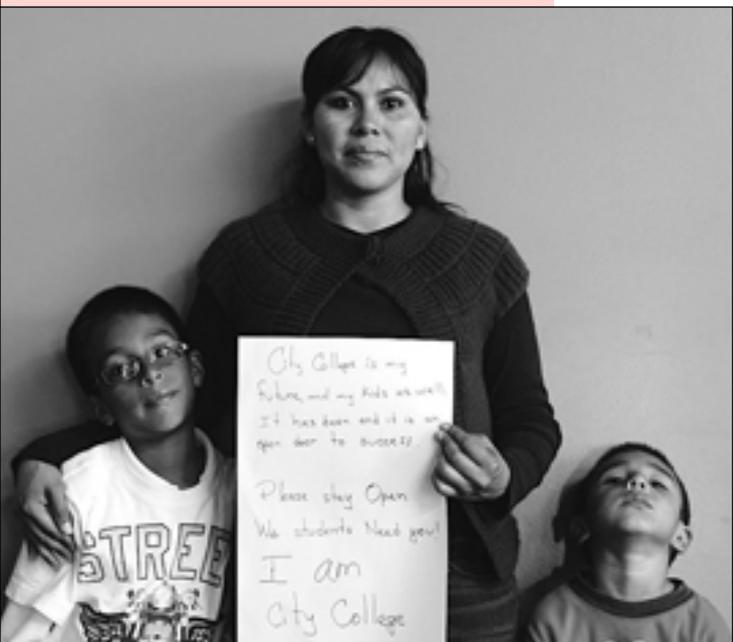
She attributes much of her success at City College to her professors, especially Emily Wilson and Maria Rosales-Uribe: “Emily and Maria are very helpful, even when I am not in class—I email them, and they respond like friends.” She says that it is the support of professors like Wilson and Rosales-Uribe that has made it possible for her to be where she is today. Although still finishing her high school classes, Martinez is thinking about becoming a nurse practitioner, or perhaps a community college math instructor.

Martinez has also learned the need for students to be involved

with their campus, the community, and pertinent political issues. She was the treasurer of the ASC at the Mission campus the last two years, and she was just elected Mission campus president, along with a slate of running mates who all won their respective offices.

Her goal, Martinez said, is to “focus more on bringing students’ attention to big issues.” To that end, she has been supporting Proposition A, and she is concerned with how the accreditation process and the Student Success Act will affect students, especially those like herself who need non-credit classes before they can take their college courses.

Ultimately, Xiomara has a simple message for other students: “We need to get involved in decision-making at CCSF. Stand up and speak and tell your story. 80,000 students is not just a number; everyone is a very special story. We need to speak up and have our voice heard.”



“City College is my future, and my kids as well. It has been and it is an open door to success. Please stay open. We students need you! I am City College.” Mission ASC President Xiomara Martinez affirms City College as a vital part of the community.

Photo from [bit.ly/iamcitycollege](http://bit.ly/iamcitycollege). Are you City College? Tell us!

# Pay corrections; Retiree benefits adjustment

## Retroactive load credit pay for retired faculty member

A retired faculty member had a load credit balance of two units when he retired but was not paid for those units. After unsuccessfully trying to get payment from CCSF, he contacted the union. The union intervened and obtained retroactive pay for the two units.

## Part-time librarians' pay-by-load recalculated

Part-time librarians were supposed to begin being paid by load in S09. However, it was discovered in S12 that they were still effectively being paid hourly because their load calculations had been done improperly. Responding to the Union's grievance, the district agreed to calculate pay-by-load properly for those part-timers beginning in F12.

## Some part-timers eligible for increased retirement benefits

Part-timers who began teaching at CCSF prior to July 1, 1996, and who retire in the CalSTRS Defined Benefit (DB) retirement plan may

be entitled to increased retirement benefits under AB 1586 legislation enacted a few years ago. The union is currently working with some recent part-timer retirees to make sure that their eligibility for AB 1586 benefits is not improperly denied by CalSTRS. If you are a part-timer in the CalSTRS DB plan and will be retiring this year, please contact Cliff Liehe (cliehe@aft2121.org) for further information.

## Flex Day Obligations – Still some confusion over duties, pay

AFT has worked with the District to clarify flex day obligations and pay for faculty. A new contract provision is almost complete. For details, go to: <http://aft2121.org/html/bulletin.html#flex>. Pay-by-load part-timers are expected to perform flex activities on a proportionate basis whether or not they are actually assigned on the flex day. Part-timers who are paid hourly perform flex activities based on the number of hours they are otherwise assigned (and paid) on the flex day.

AFT is pursuing one case where a faculty member is teaching a

complete semester but is being paid hourly, which is incorrect. And, she was not paid for the first flex day of the semester because her assignment was written to exclude the flex day, another error. Flex days are for professional development and should include all faculty.

## Disappearing paychecks

Among an inordinate number of problems with faculty payroll this semester, at least one long-time, full-time faculty member did not receive his check at all. He reached payroll when he discovered the problem only to be told he would have to wait until the next check cycle. Like many faculty living from check to check, waiting was not an option: he would not have been able to pay his mortgage. He called AFT 2121 immediately, and the Union arranged for payroll, though stretched unreasonably thin on staff, to release an out-of-cycle check and address several other faculty payroll problems that had also occurred.

## AFT Calendar

**Tuesday, October 9**  
Executive Board  
Union office  
3:00-5:00 pm

**Tuesday, October 23**  
General Membership Meeting  
Ocean, MUB 350  
3:00-5:00 pm

**Friday, October 26**  
Part-timers' Committee Meeting  
Ocean, MUB 150  
3:00-4:30 pm

**Tuesday, November 6**  
Don't forget to vote!  
Yes on 30, No on 32  
San Franciscans: Yes on Prop A

In need of more humor?  
Check out the new website of  
our award-winning cartoonist:  
[www.nancyhusari.com](http://www.nancyhusari.com)

Join the campaign to Pass Prop A and Prop 30 and say NO to Prop 32 on November 6. Fill out this commitment card and send to AFT 2121 via campus mail: 33 Gough Street, or by US mail: 311 Miramar Avenue, San Francisco, CA 94112.



By signing this card, I hereby pledge to **vote this November**:

I pledge to vote **YES on Prop. A**, the parcel tax for City College of San Francisco.

I pledge to vote **YES on Prop. 30**, the Schools & Safety Protection Act/Tax the Top.

I pledge to vote **NO on Prop. 32**, the Special Exemptions Act.

I will tell my friends & family about the importance of **YES on A & 30, NO on 32**.

I will help with the campaign!

Signature \_\_\_\_\_

First Name \_\_\_\_\_ Middle Name \_\_\_\_\_ Last Name \_\_\_\_\_

Home Phone \_\_\_\_\_ Cell Phone  You can text me at this number \_\_\_\_\_

Personal Email \_\_\_\_\_

Home Address \_\_\_\_\_ City, State, Zip \_\_\_\_\_

Date \_\_\_\_/\_\_\_\_/\_\_\_\_ Date of Birth \_\_\_\_/\_\_\_\_/\_\_\_\_ (to match our Voter Record)

I am a member of AFT 2121  Please keep me up to date on the campaign