

From Roger Marheine—
President

Our first fall newsletter will be longer than most as we effectively cover Sept and Oct as well as general introductory material. I want to thank my colleagues on the PCCFA Leadership Board for committing themselves so diligently to make the fall startup a success. VP Preston Rose has established our web site, organized Part Timer meetings, and researched extensively on budget and other union matters. Grievance Officers Suzanne Anderson, Julie Kiotas, and Krista Walter have conducted a number of grievance discussions especially as the squeeze to increase productivity without compensation has intensified. Treasurer Danny Hamman has launched an entirely new electronic 'quick books' system and we are very close to having the yearly audit completed and the Hudson Notice ready for your appraisal. Jane Hallinger recently represented PCCFA at the two-day meetings of Independent California Community Colleges. Rich Beyer continues to recruit new members to the Union. Finally, Ian Razon and Kristina Ercole, our PCCFA staff, continue to do their stellar work managing the daily affairs of the union. Thank you all for making our fall transition a smooth and successful one.

Introduction: The State of the Economy: Implications for Negotiations

Significant increases in student enrollment statewide validate once again that community colleges are the backbone of higher education in California; this is especially clear in a

time of economic crisis. PCC's top ranking among community colleges will likely ensure enrollment increases for years to come. However, the alarming trends in the economy nationally, including the \$700 billion bailout and the defense budget now at about \$620 billion annually, will reverberate across state lines. California's recent shortfalls and expectations of more cuts in winter, coupled with the state's misplaced prioritizing of the prison budget do not provide for optimism. For this fiscal year, the state allocations are .68% COLA and 2% growth for community colleges which do not meet the needs of our students. Despite being heavily utilized, community colleges remain under appreciated and certainly under funded. Ultimately their future is uncertain. We may indeed be at an educational cross roads akin to the post-prop 13 era in that the K-12 system in California has been decimated, largely crippled since the 1980s, and the CSU and UC tuitions are rising at alarming rates. This is an educational system that has been built for an increasingly inequitable economy, and we may be in for a shakeout and some downsizing of the system.

Having said that, PCC itself is quite solvent and can easily afford to sustain program for students and compensation for faculty and staff; indeed it can afford to expand in both areas. The significant reserves should now be utilized to ensure our flagship status as an educational institution. As we approach negotiations, PCCFA is confident that we can expand our program and compensatory packages in this crucial Accreditation year.

Grievance Report

We have seen an alarming trend in some Divisions in which class size has skyrocketed. In Social Sciences some entry-level transfer classes have swelled to 50 or more students, and with that Division's basic workload of five three-hour classes, Social Science faculty may have the dubious honor of being the single most exploited group on campus. Inflated class size for expedient financial reasons is educationally unsound. In this 'post-literacy' era, attempting to assign any writing in those classes places an undue burden on teachers. Innovative and proactive measures must be taken. One solution would be to convert entry-level Sociology, Political Science, and Psychology classes (and perhaps others) into four-hour classes with a specified writing component in the SLOs. Class size would need to be reduced and teachers' stress could also be lessened. The Union vehemently opposes any increase in class size to 'help' students get their classes. Indeed, teachers' working conditions are students' learning conditions, and class size reduction must be the highest priority.

There has also been a number of faculty complaints regarding **pay issues, load, and banking hours.**

Finally, a disturbing series of complaints has emerged over something that we would hope would never be an issue—respect. Our faculty are second to none and PCC's program is at the very top. However, some Deans have been reported as sending inflammatory and/or disrespectful memos to faculty and in some cases using unprofessional tone and language in oral communication with faculty. This is completely

unacceptable. PCCFA is monitoring this phenomenon with the utmost concern

Community Education Center (CEC)

At the CEC, the college has taken a draconian step. The standard load for Full Time CEC teachers is 25 hours/week, already much greater than for credit classes on the main campus. Five years ago, with the change from an 18-week to 16-week calendar, the CEC stood at status quo. Now, quite belatedly and in violation of past practice, the college is attempting to unilaterally force these teachers into a 28-hour teaching week! We are alarmed that the college would arbitrarily impose an unfair labor practice! The CEC fight could be the major grievance of the fall semester.

Part Timer Update

Congratulations to PCCFA Vice President Preston Rose (English) who organized and chaired perhaps the most successful meeting ever for Part Time Faculty, Saturday October 4th. Approximately fifty faculty attended. And they are gearing up for struggle to improve their compensation and working conditions. They seek, first of all, job security in a formal seniority hire back contractual agreement. Second, PCC must compensate Part Time Faculty for conference hours; PCC is one of the very last community colleges in the area not to provide conference hour compensation. Other issues include a college sponsored healthcare package for Part Timers and passage of the 67% rule.

The PCCFA Leadership Board fully supports the Part Time faculty proposals. **Accordingly, the Board has implemented a Petition for all Full**

Time Faculty to sign in support of compensated conference hours. We urge every single Full Time faculty to sign and show support for sound educational practice. PCCFA leaders have asked the leadership of the Academic Senate to endorse the petition. Contact President Roger Marheine for copies.

College Accreditation in Jeopardy?

Quite possibly! PCCFA believes that the college is in violation of accreditation if it does not address the long neglected status of Part Time faculty. Students have launched their own petition for conference hours, and they have a good case as 35% of classes are taught by Part Time instructors who can not conference with students. Thus students suffer from educational discrimination, and we support those students who are researching a possible legal action against the college. Students and faculty are united on this issue!

Misc Items of importance

End Use of Social Security Numbers:

We have been informed by VP Mark Zacovic that no public forms on campus should require Social Security numbers. We were gratified that he understood our concerns in this era of identity theft that SS#s be as private as possible.

A Faculty Caucus for Social Justice

has been established. All faculty may attend to discuss issues of concern regarding social justice eg. wars, prisons, racism, gender issues, homophobia, class inequities etc. Their next meeting is in C-265, Thursday November 4, Noon to One. A number of faculty have expressed alarm at the growing militarization of the campus as the

cadets salute cars entering campus, and the campus police continue to lobby to carry guns.

Southern Faculty Association (SFA)

Report

The Southern Faculty Association (SFA) is an organization that brings together major community college faculty unions in LA County. SFA provides a space for a vital exchange of news and candid opinions of the most active faculty leaders from the nine-campus Los Angeles Community College District, Glendale CC, El Camino, Citrus, Santa Monica, Antelope Valley, Mt San Antonio, and others. PCCFA President Roger Marheine attended the most recent meeting in Glendale, October 27. Each campus shared its news. Santa Monica and Los Angeles have both settled their contracts. Santa Monica (an Independent) negotiated COLA *minus* 1% but was 'forgiven' and effectively granted zero; SMCC has had terribly bad management in recent years including the firing of its college president. LA's nine campuses (an AFT local) settled for COLA (.58%). Glendale (AFT) has not settled on wages, but has a Golden Handshake that PCCFA leadership is carefully examining. Thirty-nine employees (faculty and administrators) have taken early retirement and will receive 65% of their annual base salary as an annuity over five years or more if desired; estimates are that the GCC saves \$1.1million—a very innovative, 'win-win' agreement. El Camino (AFT) like PCC is in Accreditation year and has already had its visit. El Camino pays its Part Time faculty as much as \$85 hour, far more than PCC. Citrus (AFT for Part Time & CTA for Full Time) has already signed off on the new 67% agreement for Part Timers but has faced larger class sizes and numbers of offerings cut. Antelope Valley has extensive negotiations and hopes for a 1.68% increase; Antelope Valley's health care costs went down.

