

CaliforniaTeacher

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CALIFORNIA FEDERATION OF TEACHERS, AFT, AFL-CIO



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Classified wear many hats

Support staff shine

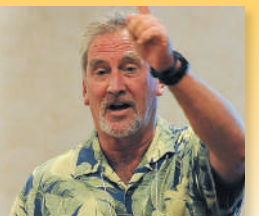
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Sealing the relationship

A story of transformation

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Up Front Joshua Pechthalt, CFT President



“Education unions are placed especially well because our members work in every community in this country. That gives us an organic connection to parents and community members unlike that of any other group of workers.”

Building power beyond elections: The unique role of educators and their unions

The Republican victory in November reminds us that organized labor and the progressive movement can't rely on elections to advance our agenda. Our power to improve the lives of members and community allies flows from our ability to organize the kind of powerful labor-community alliance that can demand change from politicians.

In spite of the national drubbing inflicted on Democrats, there were a few bright spots. The reelection of Tom Torlakson as state superintendent of public instruction demonstrated once again that mobilized educators can beat a multi-million dollar, anti-teacher campaign.

Significant victories across the country suggest that voters are not necessarily moving to the right on key issues. Voters passed measures to raise the minimum wage, legalize marijuana, and protect a woman's right to control her body. In California, Democrats won every statewide office and continue to hold strong majorities in both the Assembly and Senate. They also picked up one congressional seat.

Electoral support for the Republican Party reflects the public's deep uncertainty about the economy.

While there has been consistent job growth for months, the majority of Americans worry about their current situation and the future.

Economic disparity is greater now than at any time since the Great Depression. Real wages have stagnated for years, job growth is primarily in the low-wage service sector, and for young people, a college education is expensive and no longer guarantees a decent middle-class job.

Conditions are ripe for the reemergence of a progressive political movement, yet none has developed. Democrats are not providing leadership; many people have lost confidence in them. They are unwilling to articulate a vision that puts people to work, rebuilds the nation's infrastructure, invests in our schools and makes higher education affordable.

But we can't simply wring our hands about the failure of the Democrats. The labor movement has an historic responsibility to lead and organize the progressive movement.

Education unions are placed especially well because our members work in every community in this country. That gives us an organic connection to parents and community members unlike

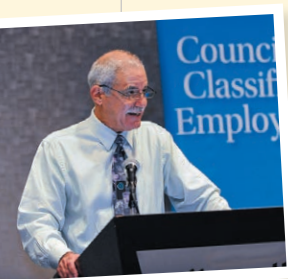
that of any other group of workers.

Transforming the political landscape must begin with our own members. We must talk one-on-one with every educator. When our members take action, that action builds the power of our locals and the labor movement.

The CFT has been working to build power in our locals as we prepare for a Supreme Court decision likely to end fair share in public sector unions. We must reach out to our colleagues who haven't joined the union and encourage them to be part of the CFT community.

Yet we can't simply talk about the need to join the union for wages, benefits, and job protections. Joining the union must also be about promoting a different vision of public education.

Our active engagement with CFT members, students, parents, and community partners to develop a compelling vision of public education has the potential to reshape the debate around education while building the kind of power that can transform the labor movement.



BOB RIHLA, JR.

On the Web

> Find regular posts from Joshua Pechthalt on the President's Blog at cft.org.



ON THE COVER

Faculty in the West Valley-Mission Community College District in Silicon Valley overwhelmingly chose AFT/CFT as their new bargaining agent on November 19. The more than 750 faculty in the district look forward to the benefits that belonging to the Federation will bring them.

PHOTO BY SHARON BEALS



The California Federation of Teachers is an affiliate of the American Federation of Teachers, AFL-CIO. The CFT represents faculty and classified workers in public and private schools and colleges, from early childhood through higher education. The CFT is committed to raising the standards of the profession and to securing the conditions essential to provide the best service to California's students.

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Graphic Design Kajun Design, Graphic Artists Guild





Support staff shared workplace issues during a legal forum at the Classified Conference.

All-Union News

Mexico convulsed by fate of 43 missing student teachers Oaxaca teachers protest atrocity and put forward plan for reform



People hold posters with pictures of the 43 missing students from the Ayotzinapa teachers' training college during a demonstration in the Mexican state of Guerrero.

JORGE DAN LOPEZ/REUTERS/CORBIS

HUNDREDS OF TEACHERS in southern Mexico have occupied Oaxaca's main plaza, the zócalo. Banners and signs hang everywhere, expressing revulsion at the horrific attack on teacher trainees in the neighboring state of Guerrero.

In late September, students from the teacher school in Ayotzinapa, Guerrero, were in the nearby town of Iguala on their way to Mexico City, where they planned to join the annual march remembering the 800 students killed by the army in 1968. They were then fired upon by the Iguala municipal police, functioning as enforcers for the local drug cartel in collusion with the town mayor. Three students and three bystanders were killed. The police took away 43 teaching students who have not been seen since.

The government blames drug gangs. Teachers in Oaxaca, along with many independent sources, say the local government conspired with the gangs while the federal government bears indirect responsibility by promoting violence through its "war on drugs," political repression and pro-corporate economic policies.

In Mexico, rural teachers histori-

cally have been social activists as well as educators. Training schools, called "normales," have provided poor campesino families access to teaching jobs, and their students have a history of political activism, especially at Ayotzinapa. They are not fancy schools,

"Migration hollows out our communities here. If we want young people to stay, we have to have an alternative that is attractive to them. That starts with education. That's why our program to change the schools is so important."

— Bonifacio Garcia, Oaxaca protester

and the government doesn't like them. Students often have to demonstrate and protest just to get enough food or adequate living quarters.

As recently as 1997, normal schools began granting the equivalent of a bachelor's degree. "The professionalization of teachers really began then," says Pedro Torres, an activist in Sección 22 of the National Coordination of Education Workers, the progressive wing of Mexico's teachers union, the largest labor organization in Latin America. "Now it's not enough just to graduate. You need a master's degree, and courses to keep you up to date."

For several years the national government in Mexico City has attempted to impose education reform based on standardized tests, linking teachers' jobs to test results, and bending curriculum to employer needs.

In response, Sección 22 formu-

lated its own reform, the Plan for the Transformation of Education in Oaxaca. "Education must be grounded in the context of each of our towns," explains Tranquilino Lavarriega Cruz, coordinator of the Center for the Study of Educational Development in Sección 22. A teacher "has to see the cultural richness in these communities, in the people who live there." He also says "schools in the heart of the city should be equal to those in marginalized communities."

Supported by Sección 22, former Oaxaca city mayor Gabino Cué became governor in 2010 and signed

an agreement to begin implementing the Sección 22 reform plan. Two years ago, however, Claudio Gonzalez, one of Mexico's wealthiest businessmen and head of a national group backing standardized testing, told Cué to "break the hijacking of education by Sección 22." Gonzalez called for immediately implementing standardized testing and firing teachers with low scores. Under pressure from the federal government, Oaxaca's state government began backtracking on its commitment.

Luis Hernandez Navarro, one of Mexico's most respected education activists and editor of the newspaper *La Jornada*, says the government's pro-corporate reform doesn't deal with "communities where children see school as a step on the road to

DAVID BACON



Banners decry the attack on teacher trainees in Oaxaca's zócalo, also union headquarters.

the United States, as undocumented workers from a country where over 450,000 people leave every year."

"Migration hollows out our communities here," says zócalo protester Bonifacio Garcia. "If we want young people to stay, we have to have an alternative that is attractive to them. That starts with education. That's why our program to change the schools is so important, and why we're willing to sit here in the zócalo until the government agrees that our education reform will move forward in all our schools."

— By CFT Reporter David Bacon

TOP: JANE HUNDETMARK



New state laws may affect your work or working conditions January 1 ushers in new laws for education

THIS FALL GOV. BROWN signed a host of bills following the close of the legislative session. Significant education bills that will become law January 1, unless otherwise noted, are listed below. CFT supported most of the bills listed, in some cases after securing substantial amendments. An asterisk (*) means the union opposed the bill and will continue to monitor the new law.

PRE-K/K-12 TEACHERS & STAFF

Credentialing and child abuse reporting

AB 2560 provides that when issuing or renewing credentials, the Commission on Teacher Credentialing requires the applicant to read and sign a statement that he or she understands the duties imposed by the Child Abuse and Neglect Reporting Act.

Child abuse reporting training

AB 1432 requires the California Department of Education to disseminate information to districts, county offices, charter schools, and school staff about detecting and reporting child abuse; also requires annual training.

WORKERS WHO DRIVE

New gasoline tax

AB 32, the climate change bill signed into law eight years ago by Gov. Schwarzenegger includes a new gasoline tax starting Jan. 1. With vehicle emissions the state's largest single source of pollution, officials hope that higher gas prices will force consumers to consider transportation options. The crude oil market and refinery capacity also affect the cost of gas, but the new tax may boost fuel prices by 20 to 76 cents per gallon or more.

Willful defiance and student expulsion

AB 420 eliminates the authority to suspend a K-3 pupil or to recommend expelling a K-12 pupil for disrupting school activities or otherwise willfully defying the valid authority of school personnel performing their duties.

Online training about bullying

AB 1993 requires the California Department of Education to develop online training for staff and community members to learn more about the dynamics of bullying and cyber-bullying as well as the strategies to combat them.

Transitional Kindergarten teacher requirements

SB 876 requires credentialed teachers teaching Transitional Kindergarten after July 1, 2015, to have at least 24 units in early childhood

education, childhood development, or both; comparable experience; or a childhood development teacher permit by August 1, 2020.

Egregious acts and teacher dismissal

AB 215 defines egregious acts and specifies that in such cases a teacher dismissal hearing must begin within 60 days of the request. Signed into law on June 25.

EpiPens required at schools*

SB 1266 requires districts and county offices of education to provide emergency epinephrine auto-injectors to trained volunteer personnel and requires them to use those EpiPens to provide emergency medical aid to persons suffering from an anaphylactic reaction.

Pesticide use reporting

SB 1405 provides that if a school uses certain pesticides, the designee shall submit an annual record of all pesticide use to the Director of Pesticide Regulation and develop an integrated pest management plan to be posted on the school website. Beginning July 1, 2016, requires pesticide use training for anyone administering the pesticides.

COMMUNITY COLLEGE FACULTY & STAFF

Workload reduction to avoid health coverage disallowed

ACR 95 expresses the will of the Legislature that college districts shall not reduce the workloads of part-time faculty or classified employees to disqualify them from health coverage through the Affordable Care Act.

Improved transfer of unused sick leave

AB 2295 makes it easier for part-time faculty to transfer unused sick leave from a previous community college employer to a new one by extending the transfer period from only one year to three academic years.

Accountability for the ACCJC

AB 1942, sponsored by the CFT, requires the Accrediting Commission for Community and Junior Colleges to issue biennial reports to the Legislature about its policy changes that would affect the accreditation process and the accreditation status of a college.

— By the CFT Legislative Staff

On the Web

>>Download the CFT Legislative Report from the union website at goo.gl/JB4ib1. Read the entire text of new laws at leginfo.legislature.ca.gov.



Legislative Analyst issues positive forecast for next six years Despite good news, cap on K-12 district reserves not yet operative

IN NOVEMBER, the California Legislative Analyst's Office released an overwhelmingly positive forecast for the state budget through the year 2020.

For K-14 education, the LAO predicts that the minimum funding guarantee contained in Proposition 98 will grow from \$60.9 billion in the current budget year (2014-15) to \$65.8 billion in 2015-16. This is made possible in large part by the passage of Prop. 30, as well as the improving economy.

According to the LAO, absent new budget commitments, the state will end 2015-16 with \$4.2 billion in total

reserves. In the current budget year, the state is also seeing higher than expected revenues.

According to the LAO this means the remaining \$992 million in K-14 deferrals will most likely be paid back this year and there may be an additional \$1.5 billion available for other one-time purposes. This could include paying down some of the mandate backlog, paying down outstanding Emergency Repair Program obligations, and funding another round of the Common Core State Standards or the California Career Pathways Trust.

Projecting to the long-term budget,



THE STATE BUDGET

the LAO report predicts that the state will not be able to meet the target date of 2019-20 for full implementation of the Local Control Funding Formula. Despite good progress, the LAO estimates that the LCFE will be 91 percent funded by the target date and will require several more years of funding to reach full implementation.

Finally, the LAO indicates that, throughout the length of its forecast (up to 2020), the state will not make a deposit into the newly created Proposition 98 reserve contained in Proposition 2 and approved by voters on November 4. Therefore, the cap on K-12 school district reserves would not be operative any time during this decade.

The LAO highlights the major role Prop. 30 has played in driving higher revenues and improving the economic outlook for education in particular. The CFT has committed to keeping Prop. 30 from expiring.

— By Emily Gordon, CFT Research Specialist

San Rafael teachers get the message to morning commuters before school starts.



COURTESY LOCAL 1077



Voters reelect Torlakson; California bucks the national trend

Education remains a top concern among candidates and voters

VOTERS REELECTED Tom Torlakson in the most closely watched race in California, turning back a challenge by advocates of school privatization.

According to a recent AFT poll, voters overwhelmingly said that stopping corporations from taking over schools and making school funding more equitable were top priorities, making Torlakson their candidate of choice.

Gov. Brown and the other statewide Democratic candidates also prevailed. Results in California stood in contrast to the nation, where many educator-backed candidates came up short on election day.

In the California Legislature, Democrats lost seats but maintained their majorities. There was a net loss of one Senate seat and four seats in the Assembly. These defeats were due to dramatically reduced voter turnout, with only 42 percent of state voters casting ballots despite grassroots efforts by CFT and other groups working on the election.

In the highly contested California congressional races, pro-education



JAMIE LITTLE

Members of the Palomar faculty and classified locals sponsored a Torlakson event on campus.

candidates picked up a net gain of one additional seat. These victories were often narrow, requiring almost two weeks to tally the entire vote before victory was secured. In other states, anti-public education Republicans picked up additional seats in Congress and in state capitols.

The ever-changing election rules,

and organizational responses to those changes, altered the political and legislative landscape. For example, the top-two primary has led to two Democrats facing off in General Election races, resulting in ideological fights.

And the newly elected California state legislators are the second class to be elected under the new rules that

allow for them to stay in one house for a total of 12 years.

Education quickly emerged as a top issue in the new state Legislature. Speaker Toni Atkins took the UC Regents to task for approving a 28 percent tuition increase at their meeting shortly after the election. Senate President Pro Tem Kevin De León identified school funding as his top concern and drafted a budget proposal that does not increase tuition and even saves students money by facilitating their matriculation through college.

In addition to the challenge posed by rising college tuition, in the coming two years educators will focus on extending Proposition 30 and other efforts to ensure full funding of our public schools and colleges.

— By Kenneth Burt, CFT Political Director



COURTESY LOCAL 1521

The Los Angeles colleges ran an effective phonebanks.

Fresh faces bring frontline perspective to local governance

Education-forward union members elected to office

ON NOVEMBER 4, more CFT members than ever before ran for local office and many were successful in their electoral pursuits. Even those who weren't elected found the experience a great way to connect with their communities and raise important labor and education issues locally.

Bea Herrera, a Local 1828 Vice President, was elected to the governing board of the Oxnard Union High School District and as the highest vote-getter, garnered 23 percent of the votes in the five-candidate con-



Teachers and classified in Santa Cruz elected two CFT members.

test. As a counselor in the Ventura Community College District, Herrera's experience makes her a welcome addition to the board.

In the Greater Santa Cruz School District, **Jeremy Shonick** and **Alisun Thompson**, two UC-AFT members who were supported by Santa Cruz teachers and classified employees, were elected to the school board.

In San Mateo County, two members of the Jefferson High School local won their races for local office. **Nick Occhipinti**, a substitute

teacher in the district was elected to the board and will resign his position before taking office. And **Mike O'Neill**, a district bus driver, was re-elected to Pacifica City Council.

The former president of the Morgan Hill Federation **Donna Foster Ruebusch** was elected to the Morgan Hill Unified School Board by a landslide.

Despite valiant efforts, not all CFT members who sought local office were successful. **Elaine Merriweather** faced an onslaught of over \$200,000 in spending from the California Charter School Association and lost her seat on the West Contra Costa district school board. These unprecedented expenditures did not go unnoticed by district parents, many

of whom co-signed an open letter called "Our Schools Are Not for Sale" expressing their concerns about charter school interests.

Wes Davis, president of the Oxnard Federation, was not successful in his bid for a seat on the Ventura Community College board. And Newport-Mesa Federation activist **Joel Flores** was not elected to the Coast Community College board. But both members say the experience of running for office was valuable.

— By Jessica Ulstad, CFT Political Field Director



Successful candidate Alisun Thompson calls voters.

PHOTOS COURTESY LOCAL 2030



The People vs. ACCJC Anatomy of a Trial

The case brought by San Francisco City Attorney Dennis Herrera against the agency seeking to close City College of San Francisco, the Accrediting Commission for Community and Junior Colleges, took place in Superior Court during the week of October 27-31, and on December 9. Throughout the trial, groups of faculty, students,

and community supporters filled the courtroom, reflecting the city's deep commitment to its college.

DAY ONE: October 27

Deputy City Attorney Yvonne Mere began simply with, "This case is about fairness." She told Judge Curtis Karnow that the People's case would prove three things: that the ACCJC violated federal regulations and their own policies when it failed to control for conflicts of interest; it failed to create site review teams that were adequately balanced with academics and administrators; and it failed to give due process to City College.

The City's team called to the witness stand former faculty union president Alisa Messer, who recalled the shock of learning that a member of the site visit team was the husband of ACCJC President Barbara Beno, creating the appearance of a conflict of interest.

Later, California Community Colleges Chancellor Brice Harris testified that "teaching and

learning at City College continues to be excellent and gets better all the time." He said the action taken by the ACCJC was stronger than it needed to be, and that he appointed the "super-trustee" to take control over the college only because Beno had led him to believe it was the only path to saving the college's accreditation.

DAY TWO: October 28

ACCJC President Beno took the stand for more than two hours, and at times, Deputy City Attorney Ron Flynn was like a dentist pulling an impacted molar as she resisted answering questions.

In a decisive moment, Beno admitted that the agency's decision to yank accreditation from City College violated the agency's own standards and denied due process to the college.

Beno also admitted that she edited the report of the visiting team responsible for evaluating the school, and that her changes — which were detrimental to City College — were adopted in the final document. Under the ACCJC's rules a staffer such as Beno should have had no role in deciding accreditation.

Under tough questioning, Beno



JUDGE KARNOW

acknowledged that the U.S. Department of Education had found that placing her husband on the site visit team could create problems, and that the ACCJC had since changed its policies to avoid that type of conflict of interest.

DAY THREE: October 29

Deputy Attorney Flynn showed the activist hand of Beno with two examples, where the visiting team concluded that the college had met Standards IIB4 and IVA1, yet the commission moved to terminate accreditation by citing those standards as not being met. In fact, the ACCJC decided in 11 instances that standards had not been met, despite the visiting team's first-hand assessment that the college had complied with those standards.

After ACCJC issued the termination letter in July of 2013, Sandra Serano, chair of the visiting team, sent



CITY ATTORNEYS

City Attorney Dennis Herrera and Deputy City Attorney Sara Eisenberg



BARBARA BENO



THE MEDIA

PHOTOS BY JANE HUNDERTMARK, FRED GLASS, ALISA MESSER

a letter to the commission encouraging it to give City College more time. Serrano testified that the college had been on track, and she believed with time it would come into compliance with each of the standards.

DAY FOUR: October 30

Orange and black clothing dotted the crowded courtroom projecting a Giants victory in the World Series, while the People’s attorneys pounded away at the failure of the ACCJC to provide time for City College to respond before termination. ACCJC’s policies state that the commission must provide an opportunity for a response to new deficiencies before termination.

ACCJC witness Marie Smith, a former commissioner, said the college couldn’t balance its budget and that 92 percent of the budget went to salary and benefits. Displaying a lack of knowledge about the financial tools available to a college during the worst recession since the Great Depression, she said, “The team report showed that the college was having difficulties meeting its obligations without external funding like parcel taxes.”

Asked if she knew the faculty and staff had taken pay cuts, she said they weren’t enough. And when asked about staff furlough days, she said she was unaware of this measure.

DAY FIVE: October 31

The courtroom filled slowly due to massive crowds filling the streets adjacent to the courthouse to celebrate the

Giants’ victory.

Meanwhile, commission staffer Krista Johns fended off questions with evasive answers, but finally had to agree that the DOE had found ACCJC non-compliant with the definition of “academic” (serving on site visit teams) and with failing to maintain adequate controls over conflict of interest.

ACCJC counsel put several commissioners on the stand. Current ACCJC Chair Steven Kinsella was the



STUDENTS



final witness. Calling the financial situation at City College “dire,” he said that the 92 percent figure for staff compensation compared to an average of 80 percent at other colleges. He

told the court that in this situation “a college had to take some kind of action, either raise some revenue or take some kind of other action” to fix the problem.

Attorney Flynn questioned him about the passage of Measure A, which brought \$15 million in parcel taxes per year to City College, and Prop. 30, which stabilized state apportionments, and Kinsella dismissed — to gasps of laughter from the crowd — the notion that either could improve the college’s financial condition.

CLOSING ARGUMENTS: December 9

Every seat in the courtroom was full. Deputy City Attorney Sara Eisenberg emphasized three things in her remarks: that the ACCJC’s actions

in placing City College on “show cause” and then issuing the termination order were unlawful; that it acted unfairly; and that the remedy should set aside previous ACCJC decisions and allow for a new, lawful and fair process for accreditation.

She said the ACCJC had engaged in conflicts of interest and the appearance of conflicts of interest, both of which are prohibited under DOE regulations.

Eisenberg pointed out that several commissioners testified they had relied upon information not contained in the reports shared with the college to make their decision, that “underground” standards were used in their determination despite rules requiring the commissioners to rely on published accreditation standards, and that the college did not get

CFT MEMBERS



an opportunity to respond. She said some commissioners had stated that the college did not hold its expenditures on staff compensation to 80 percent of the budget, but this was not a standard or ACCJC policy.

Eisenberg concluded that the remedy for violation of a fair process is a fair process.

The ACCJC counsel claimed that the commission can perform accreditation duties even if it were out of compliance with DOE standards.

The ACCJC attorneys kept returning to “restoration status” as a more appropriate path for the college, until Judge Karnow interrupted to ask for clarification. Wasn’t it true, he asked, that there are two differences between “restoration status” and the remedy sought by the People: that under restoration status, rather than the “substantial compliance” with standards required in every other circumstance, the college had to come into “complete compliance,” and failure to do so could result in immediate termination of accreditation? And that under normal rules, there were appeals built into the process, but with restoration status there would be no possibility for appeal?

After the close of the proceedings, CFT President Joshua Pechthalt said, “The judge can now right a terrible wrong. He can restore a fair process and let ACCJC know that they are not above the law.”

The judge will issue his ruling in January.

—By CFT Staff with contributions from 48hillsonline.org

On the Web

>>Read the union’s complete report about the trial at cft.org.



By hanging around The Adjunct Room, perhaps I've understood why people are always telling me that teaching is a noble profession. I am privileged to grade papers among published authors, part-timers who hold doctorates from prestigious institutions, a respected critic at the *Los Angeles Times*, credited screenwriters and playwrights, recognized poets, intellectuals who consistently publish and present papers, textbook authors, a renowned singer-songwriter who played at Woodstock... and teachers who must provide for their families by doing this noble act at three or more other colleges every semester.

The Adjunct Room

By Deirdre Mendoza

Despite the decor, or lack thereof, I've grown very fond of The Adjunct Room and those who frequent it. My sense is that our little office serves as an indelible metaphor for the adjunct experience itself.

In this former storage room on the second floor of the Library Building, we English adjuncts spend hours grading papers and talking about teaching and the brittle stuff of hectic lives. Pushing aside snacks and coffee, we greet our students, attempting to clarify, repackage, or simply repeat that which could not be understood in the classroom.

Fluorescent lights hover overhead. A flyer begging someone to give Bob Mackie a home (the kitten, not the designer) hangs among posters of literary heroes Robert Frost and Zora Neale Hurston. And a rotation of flags (currently we're hosting Ireland's) adds an odd if humorous twist, along with a reminder that we are teaching English to a multi-cultural population.

Students often see the task of writing as a deadly opponent over which they know they must somehow triumph. As the conversation shifts from pending assignments, students share their wins as well as their grief. They detail car accidents, illnesses, deaths in the family, tours of duty, work challenges, career aspirations, hopeful love



BOB RIFKA, JR.

affairs and more. Nodding our heads, we reluctantly play therapist, counselor, and coach. Or we fret, subject them to light admonishments, exhale loudly, or try to console them, remembering that many students are doing the best they can with a bad hand.

In 2007, freshly hatched from an MFA program, I was entrusted by Michael Ritterbrown, Dean of Instruction and former English divi-

sion chair, to teach a developmental English 191 class. I had more than a decade of credits as a writer, some teaching experience, one or two pedagogy seminars in grad school, a department-approved handbook, and, above all, a desire to teach. Michael kindly convinced me that if I did my best to show up and follow the syllabus I had created, no one would get hurt. And he was right.

My students and I made it through that first semester unscathed. But it was largely because of the abundant resources I found in The Adjunct Room. Slumped in a wobbly chair with a stack of papers in my lap, the aging fan battling hot air, I found a captive audience for my first-year anxieties. Tell me if you think my assignment's too hard? Too easy? Do a lot of your students have trouble with frag-



ALEX COLLINS/GLENDALE NEWS-PRESS

Award-winning essay!

"THE ADJUNCT ROOM" by Deirdre Mendoza, an adjunct instructor of English at Glendale College, won a Judges' Choice Special Award in the 2014 CFT Communications Awards. Mendoza's story was submitted by her union, the Glendale College Guild, Local 2276.

The judges said about the essay: "This piece really does a great job of showing the flavor of teaching, which is hard to do. It captures the art and craft of teaching — and how the work becomes so seamless there is not a decoupling of your personal life. It talks about the relentless obstacles to teaching well and effectively when you are an adjunct."

> Learn more about the awards, in which local unions submit outstanding communications in friendly competition, at cft.org/get-involved/communications-awards.

ments? Look at this! — do you really think someone would plagiarize so blatantly? Have you tried Gina's tacos?

Yes, I was green, but each day as I listened to the veterans discussing how to decipher passages from *The Big Sleep*, *The House of Sand and Fog*, *The Heart of Darkness*, and *Pride and Prejudice*, while sleuthing their way

to thesis statements (Did you mean to say earnest or earn less?), I learned the principles of teaching that extend well beyond the classroom. The experienced adjuncts hailed the accomplishments of remarkable student writers and offered tricks for classroom management that never fail to make the job easier. I learned about

handling defiant students with a seat reassignment or a quick chat after class. From the rookies, I learned that it's okay to stumble through the semester, hoping to do it more consistently and more gracefully next time around.

By hanging around The Adjunct Room, perhaps I've understood why people are always telling me that teaching is a noble profession. I am privileged to grade papers among published authors, part-timers who hold doctorates from prestigious institutions, a respected critic at the *Los*

Angeles Times, credited screenwriters and playwrights, recognized poets, intellectuals who consistently publish and present papers, textbook authors, a renowned singer-songwriter who played at Woodstock, successful entrepreneurs, pop culture aficionados, organizers and activists, former marketing consultants, bloggers, *Huffington Post* op-ed writers, and teachers who must provide for their families by doing this noble act at three or more other colleges every semester.

These same folks are not just willing, but eager to share a PowerPoint lecture, a time-saving method, or a

well-crafted assignment. They'll offer a second opinion about a questionable paper with the certainty of a surgeon, or commiserate about the workload, if that's what you need. And most are just as eager to hear about your stellar kids, the kitten you rescued, the Newfoundland travel adventure, the eHarmony date that ended in disaster, or the upcoming wedding plans.

During my years at Glendale Community College, The Adjunct Room hasn't changed a lot. Yes, the national flags come and go, and a few inspiring poems appear on the walls, but the mysterious buzzing noise that conjures a long night at a cheap motel remains a constant. The desks are often sticky and there aren't enough chairs at primetime to accommodate the rush of students and faculty. But the students keep coming. They arrive with heavy backpacks, timidly clutching their marked-up papers, or hopeful that a few words of encouragement and a few hours of revision will help them earn that elusive A.

Is this really your office? they ask, surveying the scene. Yep, I say, this is where the magic happens. And sometimes it does.

Deirdre Mendoza is a part-time instructor of English at Glendale Community College.

Write a letter today! Join CFT campaign for more paid office hours, more full-time positions

HOW CAN WE GET more state funding for office hours, equal pay for equal work, and new full-time positions that that will benefit part-time faculty in the community colleges? CFT is calling on community college part-timers and their allies to urge the governor to include line items in the state budget dedicated to these essential improvements.

To advocate, write directly to Gov. Brown and others who influence the state budget. Ask the governor and the Department of Finance for these new resources:

- **\$30 million** to fund paid office hours for part-time faculty
- **\$100 million** to make many

existing part-time faculty full time

- **\$50 million** to increase the salaries of temporary, part-time faculty as a first step toward achieving pay equity with their tenure-track colleagues

> Send your letters to:
Governor Jerry Brown
State Capitol, Suite 1173
Sacramento, CA 95814

Michael Cohen, Director
Nick Schweizer, Program
Budget Manager
Department of Finance
915 L Street
Sacramento, CA 95814



Local unions can purchase occupational liability insurance

AFT plan provides comprehensive protection for members at work

»In Louisiana, a student playing football was injured during a tackle and suffered severe damages causing him to become a quadriplegic. The football coach is being sued for \$1 million for failing to teach the student proper techniques of tackling.

»An Arizona college student charged that her professor was manipulating the minds of his students by turning them against their parents and encouraging sexual misconduct. The professor was sued for \$1 million.

»In Texas, a student hit a teacher in the face, breaking his eyeglasses and ripping his shirt. The teacher was reimbursed \$204 for the damages to his personal property.

»At a school track meet in Minnesota, a student was struck in the head by a shot at the shot-put event.

Two event supervisors were sued for \$250,000 each.

»In California, a student was tripped by another student and suf-

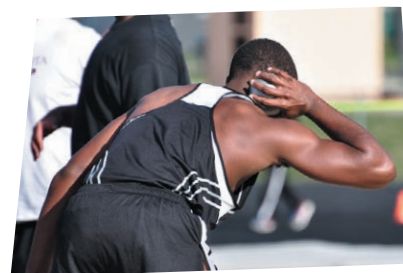
fered hip and leg injuries. The supervising teacher was sued for \$40,000.

The AFT provides liability protection for claims or charges arising out

The plan provides up to \$1 million protection per member per occurrence for damages arising out of bodily injury, personal damage, and personal injury, subject to exclusions.

The AFT Occupational Liability Insurance Plan provides for damages and attorney fees from claims arising out of a member's employment activities due to, in particular: (1) accidental bodily injury (e.g. members opens a classroom door and breaks a student's tooth), (2) accidental property damage (e.g., member knocks a student's laptop computer to the floor while explaining a concept) or (3) personal injury claim, such as slander, libel, false arrest, false detention, imprisonment or invasion of privacy. An example would be a locker search (invasion of privacy).

The coverage protects participating members from a wide range of employment-related issues, including defense of alleged criminal acts. The member named in the charge is covered under the policy regardless of where the member is currently employed. Note that the defendant must be a member in good standing of a particular local at the time of the incident.



Overview of occupational protection

THE AFT OCCUPATIONAL Liability Insurance Plan is designed to reimburse certain expenses to defend any claim made against a member resulting from the following acts:

Commission of a criminal act where such charge arises solely out of the member's employment activities, the plan will pay a designated amount per member per year regardless of the outcome. Reimbursement is made only if the member is "completely exonerated."

Denial of constitutional rights where

such charges arise solely out of the member's employment activities, the plan will pay a designated amount per member per year with a maximum for any one incident.

Sexual abuse and/or sexual harassment where such charges arise solely out of the member's employment activities, provided reimbursement shall only be made if the member is completely exonerated. The plan will pay a designated amount per member per calendar year not to exceed the cap for any one incident.

of the employment activities of members in participating local unions. The Occupational Liability Insurance Plan provides AFT members broad protection for legal defense costs and court judgments. **Since this is a group plan, it can only be purchased by local affiliates on behalf of their members. Call your local to learn if you are covered by this policy.**

Tell us your story!

Have you benefitted from a program offered through AFT+ Member Benefits? The CFT wants to know. >Please share your story at cft.org/mybenefitstory

Legal Services



AFT+ LEGAL SERVICES make it easy for members and their families to get the legal help they need to avoid and solve legal problems — and usually for free! One toll-free call or visit to the web puts you in touch with a nationwide network of more than 2,000 law offices that offer 30-minute consultations and discounted services. In fact, three out of four members get their legal issues handled without paying a penny.

> Learn more at unionplus.org/legal or phone 888-993-8886

AT&T Wireless discounts



ENJOY DISCOUNTS OF 15 percent on wireless plans with AT&T, the only national unionized wireless company. For example, save \$117 a year with a 2GB Mobile Share Value plan with unlimited talk and text and one smartphone. Save \$252 a year with a 10GB Mobile Share Value plan with two smartphones and a tablet. The discount also applies to all accessories sold by AT&T. Support good union jobs for the 45,000 union members at AT&T Mobility.

> Learn more at unionplus.org/AFTatt (Code FAN: 3508840)

AFT+ Credit Card



THE AFT+ CREDIT CARD program, issued by Capital One, NA, a U.S.-based bank with a focus on customer service, offers three credit card options that AFT members and their families can apply for.

The credit card program offers unique features designed for union members, including two card choices that earn 1.5 percent unlimited cash back on every purchase. After just three months, AFT+ cardholders may be eligible for financial hardship assistance including job loss, hospital and disability grants.

> Learn more at aftcard.com or phone 800-522-4000

Around CFT

Support staff at the Classified Conference find a hat they wear at work.



Be a voting delegate to CFT Convention 2015

THE CFT CONVENTION will be held March 20-22 at the Manhattan Beach Marriott with the theme *Organize, Fight Back, Win the Future*. Contact your local soon if you want to run as a delegate.

The Convention is open to all CFT members, but only elected delegates can vote. It is the Federation's highest governance body, where delegates shape union policy and positions on issues affecting all members. The Convention will also elect the CFT President, Secretary Treas-

urer and 24 Vice Presidents.

Division Councils will meet Friday night, March 20 and you can expect workshops on a wide range of topics. But the Convention isn't all work. There's time for fun as well, with receptions and get-togethers.

Voting delegates must be elected following the legal requirements in the

AFT and CFT Constitutions and the federal Landrum-Griffin Act. Under these rules, each member shall have a reasonable opportunity to be nominated as a delegate, and local unions must mail a notice to members at least 15 days before the election. Elections must be held by secret ballot, the results must be published, and records

must be kept for one year. Look for notice of the election from your local union or contact it to learn when elections for delegates will be held. > To learn more, go to cft.org/governance/convention.

CFT CONVENTION 2015





Organize. Fight back. Win the future.

Mark your Calendar

Deadline for high school seniors to submit applications for the Raoul Teilhet Scholarships is **January 10**.

Deadline to submit constitutional amendments for CFT Convention is **January 23**.

Legislative Reception for new members of the California Legislature will be held Monday, **January 26** in the Capitol Rotunda of the State Capitol building.

Committees of the CFT meet on Saturday, **January 31** at Los Angeles Valley College.

Deadline to submit resolutions for CFT Convention is **February 6**.

Leadership Conference for local union presidents, treasurers, and staff will be held **February 11-12** at the Westin LAX. The conference promises a line-up of general sessions, strategic discussions, and workshops. The deadline to register is January 16. Learn more at cft.org.

Convention is **March 20-22** at the Manhattan Beach Marriott. (See story at left) **Division Councils** will meet Friday evening **March 20**.

AFT/NEA Joint Higher Education Conference for community college and UC faculty and staff will be held **April 13-15** in Orlando. Learn more about the conference at aft.org.

AFT's Paraprofessionals and School-Related Personnel Conference, an information-packed and fun-filled event, will be held **April 16-19** in Washington, D.C. Learn more at aft.org.

Lobby Days in the State Capitol on **April 20-21** provide union members an opportunity to talk one-on-one with legislators. The event opens Monday night and members lobby in the Capitol on Tuesday.

CFT MEGA WEEKEND kicks off in Los Angeles on **May 2** with meetings of the **Standing Committees**. Later that day an evening, **Division Councils** will meet. On Sunday, **May 3**, **State Council** will convene.

Unsung heroes of schoolyard organize

NOON DUTY SUPERVISORS in the Lawndale Federation of Classified Employees have their share of problems, from serving as at-will employees and working only a few hours a day to not getting the pay raises that bargaining unit classified receive.

Yet Lawndale President Carl Williams calls them "the first line of defense for kids. They are the mediators, the referees, the listening ears on the playground."

The 60 noon duty supervisors are now in the bargaining unit and will have their own contract. "We're not promising the world, just a voice," Williams said.

This year the Lawndale district has new money, including about \$90,000 in Local Control Accountability Program funds, for noon duty supervisors, whom Williams called "the unsung heroes" of districts across the country.



CFT hires Strategic Campaign Manager, new Field Representative

SARAH CALLAHAN is the union's new Strategic Campaign Manager. Prior to joining CFT, Callahan worked for more than 20 years on local, state, and national elections.

For the past six years, Callahan was the Chief Operating Officer of the Courage Campaign, a national online grassroots progressive organization.

A veteran of the labor movement in California, Callahan worked to achieve quality patient care and improved standards for 150,000 healthcare workers as Political Director for United Healthcare Workers West and with the National Union of Healthcare Workers.

Callahan organized in Florida during the 2000 General Election and served as the Caucus Campaign Director for the Connecticut Senate Democrats in 1996. She has a master's degree in government administration from the University of Pennsylvania.



Sarah Callahan

ALAYNA FREDRICKS joins CFT staff as a Field Representative in the Sacramento region, bringing nearly a decade of workers' rights, public health, and community organizing experience to the job.

During the past two years, Fredricks has worked as an AFT Project Staff Organizer with the California Organizing Project and as an interim CFT Field Representative. She has spearheaded direct actions, political campaigns, and new member drives, and also led trainings and workshops.

Most recently, she was involved in the successful campaign to affiliate the faculty at West Valley Mission Community College with the AFT.

Fredricks' outreach, project coordination, and training skills have been honed by her union work and previous social justice-related work. She earned a bachelor's degree in Environmental Sciences at UC Santa Cruz.



Alayna Fredricks

LaRose and Mielke inspired others during a workshop at the CFT Convention.



Pre-K and K-12

Culver City transforms union-district relationship Respect and cooperation only 26 years in the making

BEFORE DAVID LAROSE came to Culver City Unified as the superintendent in 2012, David Mielke, the president of the Culver City Federation of Teachers since 1988, had no idea how it felt to work collaboratively with management.

One of the three superintendents he'd worked for told him that teacher collaboration was nothing more than "shared ignorance" and said, in response to Mielke telling him how upset teachers were, "I don't give a s--- how mad teachers get."

Under another superintendent, Mielke, a CFT vice president, read aloud a letter from a frustrated teacher at a board meeting — she said she was so tired of seeing the heart cut out of the schools

and no cuts to the administration that she felt like burning the district office building down. Maybe not well thought out, Mielke admits — but he didn't expect cops to show up at his school the next day, after the superin-



PHOTOS BY BOB RIHA, JR



Superintendent David LaRose

Local President David Mielke says the union's relationship with the community has improved as well.

ship of adults in the schools, and that was the end of the story for me."

Mielke and LaRose threw themselves into the partnership.

They put together a core group that included the classified union presi-

dent called the union back to the table — to offer 2 percent more.

"This is the new normal," Mielke said. "We're doing multi-year deals. It's so different from, 'We're broke, we're broke,' and then in June they'd offer us a half percent."

Along with dramatic changes in bargaining, the union's relationship with the commu-

nity has improved as well.

"We've had some of those parents who say the union only cares about its members and doesn't care about the kids," Mielke said. "One of the side benefits of the partnership is it takes the wind out of their sails when they see the union working together with the district to increase student achievement. It makes it hard for them to sing that anti-union song."

GARY RAVANI
COUNCIL PRESIDENT

Common Core as psych test

The Rorschach test is composed of ink blots onto which people project a meaning. And so it goes with the Common Core State Standards.

The Common Core is one of those peculiar areas, like children's inoculations and home schooling, where the political right and left come together.

The right perceives Common Core as an example of federal government overreach and an intrusion into what has historically been a state issue. The left sees Common Core as a gateway to even more high-stakes testing and an intrusion of corporate values into education.

Perhaps a more balanced perspective can see in the Common Core a possibility of more in-depth instruction and more teacher autonomy in the classroom. In Rorschach terms, a lemon-shaped ink blot that with time, materials, and quality professional development can be turned into lemonade.

tendent had called the police accusing him of making a terrorist threat. A third superintendent seemed willing to work with the union — but left the district after just a short time.

So Mielke figured he had nothing to lose when he heard LaRose was coming to town. While in New York over the summer, he wrote a letter, addressing it to "Dear New Superintendent Whoever You Are," laying out how, inspired by the ABC Unified School District, he wanted the union to work in partnership with management to increase student achievement. LaRose's response was even better than he could have imagined.

"He jumped in with both feet," Mielke said. "He said, 'Of course I want to work this way.'"

"I was tired of being in a defensive posture all the time," LaRose said at a panel with Mielke on successful labor/management partnerships at the CFT Convention this year. "It's noise, and it's nonsense. I read that one of the most important factors for student achievement was the relation-

"Salaries have gone up 13.1 percent over four years with additional money each year towards benefits. They see us as partners and you want your partner to be paid fairly. It's just win win win all over the place."

— David Mielke, President, Culver City Federation of Teachers

dent, the management association president, and a school board member. They meet regularly. They visit schools as a team, so kids and adults can see they are working together.

"We wanted things to change," LaRose said. "We didn't want to create something to put in a three-ring binder, order t-shirts, and call it good."

Morale is significantly higher, Mielke said. And bargaining has transformed. Union and management teams have a shared goal — to raise teachers' salaries from the bottom quarter in Los Angeles County to above the median. This year, after agreeing to a 3 percent raise, the dis-

A few members have expressed concern with the idea of the union working so closely with management. Calling himself an "old-school union guy," Mielke says he understands that.

"But to the people who feel a little suspicious of what they see as the cozy relationship between union and management, I say, 'Look at your paycheck,'" he added. "Salaries have gone up 13.1 percent over four years with additional money each year towards benefits. They see us as partners and you want your partner to be paid fairly. It's just win win win all over the place."

— By Emily Wilson, CFT Reporter



TOP: BOB RIHA, JR



Support staff proud of the many hats they wear Tom Torlakson thanks CFT members for crucial backing

AT THEIR ANNUAL conference, the Council of Classified Employees celebrated the diverse work of support staff in a dazzling panoply showing the many hats they wear.

CCE Southern Vice President Carl Williams called out classified job titles one after another. Secretary, paraprofessional, groundskeeper, custodian and media technician. Admissions and records technician, safety officer, library technician, accounting coordinator, and bus driver.

Attendees mounted the stage to collect the hat with their job title on it, filling the stage with members depicting the wide-ranging work of classified employees.

Then the tenor of the call-outs suddenly changed. Williams summoned “relationship experts” because the

kids come to us for sage advice about their friends and family. Then “crystal ball” was the call: The kids expect us to know everything before it happens. Dr. Phil: The kids want us to be mediators, between them and their friends

meals, the bus drivers driving kids safely to school every day, the office aides, the custodians, saying the ‘how do you do’s?’



Carl Williams shouts out job titles and support roles classified perform on campus every day.

and family members. ATM machine: The kids want money for lunch or change for the vending machines. Mentors: We support students during the ups and downs of their lives.

More and more members who resonated with those support roles took the stage. By the end, a jam-packed stage demonstrated more clearly than ever before the incredible variety of jobs

classified employees do with special skills, kindness, and compassion.

GUEST SPEAKER

Tom Torlakson praised the work of classified employees at the December 5-7 conference, saying classified rehiring needs to be prioritized following the “the last rugged five years,” during which so many classified workers were laid off.

“You are the food service workers providing the 4.5 million nutritious

to the students as they come and go from campus.”

The state superintendent of public instruction called CFT educators the “Dream Team,” thanking members for their support. Torlakson defeated Marshall Tuck in his reelection bid on November 4, despite millions of dollars poured into Tuck’s campaign by conservative school reformers in the final weeks of the campaign.

“Wow, we did it. Side by side,” he said. “You’re awesome.”

“I’m here to say thanks for fighting a battle that we knew was going to be hard.

Some of the richest people in the world tried to defeat us — the people who want to privatize our schools,” Torlakson explained. “Walmart put in \$41 million. They wanted to rename California ‘Walmart University’ and we said ‘No.’”

But we knew how to combat that, he said. “Our friends and allies saw

through the deceptions and distortions. As the school team, we did our homework. We know how Californians value education — they don’t value it by looking to millionaires,” he

explained. “The tens of thousands of phone calls, the precincts you walked — we sent the strong message that every public school is worth investing in and not one is for sale.”

Torlakson also thanked CFT for its lead in passing Prop. 30, the 2012 measure that has put cash back in district coffers. “Prop. 30 wouldn’t have happened without CFT,” the superintendent said. “Keep doing the work, the valiant work, with your passion and skills.”

— By Jane Hundertmark,
CFT Publications Director

Members of the year

Kathy O’Byrne Shewchuk, United Educators of San Francisco, (right in photo) is a special education paraprofessional at Balboa High School who works with students in a caring and confident way, especially students who have specific medical needs. She is a master of the union phone bank.



Robin Watkins, AFT Guild San Diego, (left in photo) is a library technician at Miramar College and the union’s classified vice president there. She represents classified, and sometimes faculty, in grievances, serves on a voluntary benefits association, and coordinates site wellness committees.

Gary Potts, Pasadena City College, is a network administrator and supports students through a mentoring program and coaching basketball. A font of institutional knowledge, he was instrumental in his unit choosing AFT their union and is union treasurer.



PAULA A. PHILLIPS COUNCIL PRESIDENT

Building our community

Our successes are based on the strength of our communities, yet lack of community among support staff on school and college campuses is the norm. Our schedules lend themselves to this.

Teachers have set breaks, an opportunity to commune more frequently. We, on the other hand, are rushing around to make sure the classrooms are clean, the food is prepared, maybe even dashing off to a second job.

How do we build community? We identify what it is. We identify the benefits and work together.

Community is a commitment from everyone to move in the same direction. You can’t carry all of the burdens on your shoulders, but if you can just lend an ear, that’s building community. Together, we can accomplish a lot in our work and in our unions.



Community College

Ann Marie Wasserbauer has taught ESL at West Valley College for 20 years.



West Valley-Mission faculty choose AFT/CFT as their union Independent association affiliates, brings 750 teachers better union representation

CITING DISRESPECT BY their district and low pay as motivation, more than 90 percent of faculty at the West Valley-Mission Community College District casting ballots in the November 19 representational election chose to affiliate their previously independent union with AFT/CFT.

“I remember when our Association of College Educators was a well-run independent organization,” said Ann Marie Wasserbauer, who has taught ESL at West Valley College in Saratoga, one of the district’s two campuses, for 20 years. “But we haven’t had a raise in 12 years. A lot of us have to take extra classes or overloads. I teach piano on the side, and I’m not the only one with a second job. People are putting off retirement because of the low pay level, and this year we had 50 applications for professional

“I remember when our Association of College Educators was a well-run independent organization. But we haven’t had a raise in 12 years. A lot of us have to take extra classes or overloads. I teach piano on the side, and I’m not the only one with a second job.”

—Ann Marie Wasserbauer, ESL instructor at West Valley College

growth and development, because that’s the only way to get a raise.”

“The negotiations became very secretive,” says Mel Pritchard, a 10-year instructor of history and department chair at West Valley. “The contract never really gets settled, and it’s one of the worst I’ve ever seen.

“I’ve been a long-time trade unionist,” Pritchard explains. “When I got the job teaching history here, I’d hear people complaining about ACE. If I told them to take their problems

to the union, they’d say, ‘Why bother? They won’t do anything.’”

When Pritchard was elected to the ACE governing council in 2010, he and others who wanted a more

effective union brought in AFT/CFT members from nearby Evergreen College to talk with local faculty. “It fell on deaf ears,” Pritchard sighs. But when West Valley-Mission administrators demanded a 9 percent salary cut at the height of the financial crisis, the district’s teachers got scared. Eventually, with the passage of Proposition 30, the district backed off.

Then the San Jose/Evergreen district negotiated a new contract that sounded good to West Valley-Mission instructors. “People began saying they

needed some labor support,”

Pritchard says. “I told them we’d have to become a movement if we wanted some change, and put on an organizing drive.”

Pritchard, Wasserbauer and others met with organizers and planned a series of actions to affiliate ACE with the Federation. They chose pro-affiliation candidates to run for the ACE council and collected 150 signatures on a petition asking the council

to consider affiliation. The council approved the resolution, but took no action. “Some

of them were really opposed to it all along,” Wasserbauer says.

“I got the bug, though,” Wasserbauer laughs. “And doing something was better than just griping. So at the start of the fall semester, we set up tables and a lot of people came by to ask questions.”

The organizers used a format like speed dating: West Valley faculty sat at tables while the AFT/CFT faculty from surrounding districts went from



table to table talking about the benefits of AFT/CFT affiliation on their campuses.

“I learned basic organizing

skills,” Wasserbauer says, “like collecting peoples’ non-work email addresses and plugging enthusiastic people into our work.”

With the help of the two newly elected members, the ACE council finally held an affiliation advisory vote. On October 24 the count revealed more than 90 percent of faculty in favor of affiliation. This led to the formal ballot in November. Finally, on December 4, the ACE council voted to make affiliation effective immediately.

A transition committee met with CFT representatives in December to work out the affiliation agreement and to rewrite the constitution.

The newly affiliated union is fac-

“I’ve been a long-time trade unionist. When I got the job teaching history here, I’d hear people complaining about ACE. If I told them to take their problems to the union, they’d say, ‘Why bother? They won’t do anything.’”

—Mel Pritchard, history instructor at West Valley College

ing tough negotiations and will need to develop a contract campaign soon. “We need people who are trained,” Wasserbauer says. “So we have a big job to educate everyone, but we’re up for the challenge.”

—By David Bacon, CFT Reporter

JIM MAHLER
COUNCIL PRESIDENT

Stop the exploitation

With revenues on the rise, we are hoping that the governor’s January budget proposal will yield much-needed improvements in regards to hiring more full-time faculty and paying part-time faculty equal pay for equal work. We lobbied the governor and the Department of Finance throughout the fall semester hoping to make significant progress in these areas.

We are also embarking on new legislation in 2015 to close the “temp” worker loophole that currently exists in the Education Code. This loophole allows K-12 and community college districts to avoid placing workers in the classified service, thus evading the obligation to pay a living wage, provide sick pay, holiday pay, vacation accrual, overtime, and a pension.

If successful, this legislation would create tens of thousands of new permanent classified jobs statewide.

We are looking forward to a more worker-friendly and prosperous 2015!



PHOTOS BY SHARON BEALS





The career of a respected professional and unionist Sally Willson Weimer, a force for improving librarians' stature on campus

RETIRING SANTA BARBARA

librarian Sally Willson Weimer has combined union activism with a professional career in a way that's won her great respect from her colleagues.

She received her bachelor's degree at UC Santa Barbara, and then a California teaching credential and a master's in library science at San Jose State University. After teaching for six months, she decided that the library was the place she wanted to stay. Weimer returned to UC Santa Barbara in 1976, where she spent the rest of her working life.

Weimer was there in 1983, when the AFT first won representation rights for librarians and lecturers in the UC system and established the University Council-AFT as the umbrella bargaining agent for local unions on the different campuses. "Before we had a union, we couldn't negotiate salaries and working conditions with the administration," she recalls. "Even professional development issues were not negotiable. There were so many things we couldn't do."

Weimer played an active role in the union representational election. "We had to convince librarians that we had a community of interest," she explains. "That's how we got the signatures we needed."

She and other librarians also participated in the Librarians Association

"Before we had a union, we couldn't negotiate salaries and working conditions with the administration. Even professional development issues were not negotiable."

— Sally Willson Weimer, UC Santa Barbara librarian

tion of the UC, started in 1967, as a parallel way to move their issues forward. "Joining the Academic Senate Faculty Legislature as non-voting members allowed us to show faculty that we have governance issues too. The Senate makes decisions on curriculum and that has such an impact

on our work."

Librarians have as much education as many faculty, she emphasizes. "Many have a second MA, as I do. Some have PhDs. Our professional status needs to be respected." Librar-



Weimer has gone from card catalog to internet, from no union to respected professional status.

ians develop collections, and Weimer developed the first discrete women's studies collection in the UC system. She's taught courses to students in researching diversity and affirmative action, global and international studies, global peace and security, sociology and graduate sociology.

The CFT became a place where she could combine her union responsibilities and her continuing academic role. "At CFT Conventions," she recalls, "we'd meet as librarians and faculty with similar interests in research, and talk about how we could take advantage of the changes

in information technology." As a union activist, she believed her role was "to give a voice to librarians and lecturers, and also to play a role as part of the faculty."

Active members in her Santa Bar-

sity admitting there's a huge retention problem."

Weimer has seen the university and its library change dramatically in the last 38 years. "I was teaching the card catalog and how to use a print index when I started," she laughs. "Faculty had to pay for every minute online before the internet. Now I teach students how to use online catalogs, compare databases, and evaluate critically what they find online."

"Along the way, I've had the great opportunity to become active in my union," she concludes, "and I plan to continue building our local membership and developing new leaders."

— By David Bacon, CFT Reporter

BOB SAMUELS COUNCIL PRESIDENT

What's wrong with this tuition hike?

The UC's five-year plan to raise tuition 5 percent each year is neither predictable nor logical. President Janet Napolitano has said that students must be able to plan for tuition increases and that the tuition increase is contingent on the state increasing UC funding by 4 percent each year.

Various possibilities make Napolitano's tuition plan unpredictable: 1) the state may eliminate its 4 percent increase and UC raise tuition by 5 percent, and thus get a 1 percent gain for its efforts; 2) the state may eliminate its 4 percent, and UC raise tuition 9 percent; 3) the state may keep the 4 percent increase and UC raise tuition 5 percent; 4) the state may increase its contribution beyond 4 percent and UC decrease its tuition increase by the same amount.

So, in the next five years, tuition may go up from 0 to 53 percent, or even higher if there is another fiscal crisis.



TOP: STEVE OSMAN

Local Wire

Reporting Local Action
Around the State



AFT President Randi Weingarten visited San Francisco classrooms in November.

LOCAL 61

Affordability crisis... Maribel Chávez shares an apartment with two roommates and pays \$735 a month for a tiny room. She's lived in San Francisco for five years and moved every year. "Roommates leave because they can't afford to live here anymore," she says. "I'm month to month, and I'm not even on the lease. It's very stressful."

AFT President Randi Weingarten visited the site where Chávez teaches, Buena Vista Horace Mann School, a two-way immersion K-8 school in the



PHOTOS BY JANE HUNDETMARK

For first grade teacher Maribel Chávez, finding affordable housing in the city is a struggle.

heart of the Mission District.

Weingarten met with teachers, support staff, and parents to discuss how educators in the city are finding it increasingly difficult to live where they teach, leading to high turnover and an inability for teachers to connect with the local community. With a median house price of \$1 million

and median rental price of \$3,000 for a one-bedroom home, a recent study found no houses or one-bedroom apartments anywhere in the city that the average teacher can afford.

To help close the financial gap, the **United Educators of San Francisco** managed to negotiate a 12 percent raise over three years for educators.

Rank & Files

Lovelyn Marquez-Prueher, an eighth-grade English teacher at Dodson Middle School in Rancho Palos Verdes and member of United Teachers Los Angeles, Local 1021, was named one of five California Teachers of the Year by the state Department of Education. A teacher of 11 years, and National Board Certified, she is considered a mentor, a leader, and a promoter of partnerships with parents and the community. As an immigrant child herself, Marquez-Prueher is dedicated to "understanding the diversity and culture of every child that walks through my classroom door."

Abe Hoffman, a history teacher at Los Angeles Valley College and member of the Los Angeles College Faculty Guild, Local 1521, has published a book called *Mono Lake: From Dead Sea to Environmental Treasure* with University of New Mexico Press. The book, complete with historical photos, some previously unpublished, explores the lake's environmental and cultural history, from creek diversions and gold mining in the Mono Basin to catastrophes such as plane crashes and testing of bombs underwater.

Connie Williams, a school librarian and member of the Petaluma Federation of Teachers, Local 1881, was appointed by the governor to the California Library Services Board. She has been a librarian at Petaluma High since 2008, and before that, at Kenilworth Junior High. Williams is current co-chair of the American Library Association Government Information for Children Committee, past president of the California School Library Association, past chair of the American Association of School Librarians Legislation Committee, and a member of the American Library Association Office for Information Technology Policy Advisory Committee.

Carl Friedlander, former president of the CFT Community College Council and the Los Angeles College Faculty Guild, was honored with the AFT Higher Education Leadership Award for his dedication to unionism in higher education, both in Los Angeles and statewide.

LOCAL 6161

28 percent pay increase!... After just four negotiation sessions, the newly organized International Brotherhood of Electrical Workers training instructors at Palomar College were able to negotiate a full contract including "a 28 percent pay increase!" exclaimed Shannon Lienhart, full-time president of the **Palomar Faculty Federation**. Instructors now have a formal grievance process and were able to codify policies regarding safety, professional development, and travel reimbursement.

LOCAL 4434A

Big bump for paras... The Ventura County Federation of Paraeducators



COURTESY LOCAL 4345

>Teachers and classified members of the **Mendocino County Federation of School Employees, AFT Local 4345**, spearheaded the election of Warren Galletti in the county school superintendent race on November 4. He was elected by a more than a 2-1 margin.

negotiated a 5 percent pay raise, a \$300 increase to each longevity increment for paras and teachers, and

a big bump in the stipend for staff who perform medical procedures on severely handicapped students. Local President Terri Floros said the new contract also clarified the definition of "just cause" and added a step to progressive discipline actions.

LOCAL 6286

Steps and columns matter... Community college part-timers at Victor Valley College made tremendous gains in their last negotiation cycle, moving from a flat rate for adjunct instructors to a four-column salary schedule that mirrors the full-time faculty schedule. Members of the **AFT Part-Time Faculty Federation** in Victorville will see pay raises ranging from 1.6 percent for those fulfilling minimum requirements to almost 12 percent (plus a \$100 per unit stipend) for those with PhDs.

<By wearing red every Tuesday, members of **United Teachers Los Angeles** show unity in the fight for a fair pay, lower class sizes, fully staffed schools, and other improvements to student learning conditions as part of the "Schools L.A. Students Deserve" campaign.



COURTESY LOCAL 1021