



READ ON

Los Angeles College Faculty Guild, Local 1521

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Guild Launches Campaign to Save Our Community Colleges

California's fiscal problems are staggering, and those of us studying and working in community colleges understand we will have to share the pain. But understanding the need to share pain doesn't mean we're going to submit to a systemwide mugging.

The budget proposed by Gov. Gray Davis on Jan. 10 cuts public education while fully funding prisons. Within public education, it cuts community colleges disproportionately compared to K-12, CSU and UC. Its approach to fee increases treats community college students much worse than students in CSU or UC. And LA would suffer more from both the fee increases and budget cuts than most other districts in the state.

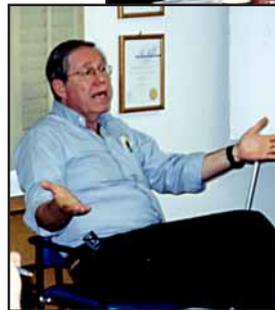
Like never before, faculty must speak out and get involved in the political process. We must wage the campaign of our professional lives to make sure that

the budget finally approved by the legislature treats community colleges the same as other sectors of education.

Here are some of the lowlights of the Davis proposal:

- For the second half of the 2002-03 fiscal year, funding gets reduced \$274 million from what was promised in the State budget – \$60 million more in current year cuts than the Governor had proposed a month ago

- For 2003-04, the community



Lobbyist Patrick McCallum (above, center) briefs Guild leaders on the dire situation in Sacramento.

colleges' share of Prop. 98 funds – originally promised to be 11% but actually around 10.3% the last two years – would drop to a disastrous historic low of 9.2%, as over \$400 million of Prop. 98 money gets redirected from community colleges to K-12.

- Community college fees will

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Urgent Action Needed: Please Write Today!

Please write a brief letter today to one or more state legislators. Use the following sample letter as a guideline:

"I understand the seriousness of the fiscal crisis you are struggling to address. Community colleges, like every other area of the budget, will suffer serious cuts. But these cuts cannot be disproportionate. The Governor's proposed budget cuts community colleges more deeply than any other sector of public education. Working families rely heavily on community colleges – even more heavily in difficult times. Please protect our most democratic, cost-efficient system from crippling, disproportionate funding reductions and fee increases. Thank you."

Legislators you may wish to contact include: Your local Assemblymember and State Senator; Assembly Higher Education Chair Carol Liu; Senate Higher Education Chair John Vasconcellos; Assembly Education Finance Subcommittee Chair Joe Simitian; Senate Education Finance Subcommittee Chair Jack Scott; Assembly Speaker Herb Wesson; Senate President John Burton

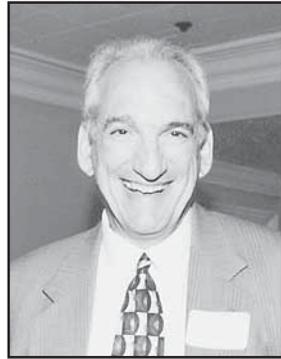
Address letters to the above legislators at: State Capitol Building, Sacramento, CA 95814

Get Active!

Sign up with our new Get Active e-mail program so we can respond quickly as budget developments unfold...

www.aft1521.org

Re-elect Trustees Scott-Hayes, Field, Mercer and Furutani



The Guild has always understood the importance of having sensible individuals on our Board of Trustees who care about our mission and respect and value faculty input about how best to accomplish that mission. When a board is good it makes good times even better for the students who attend our colleges and for the employees who work at them.

Our current board has served the district well through good times. Contract negotiations have been thoughtful, respectful and principled, and all faculty – fulltime and parttime – have benefited from the resulting contract agreements. Progress toward decentralization has continued. We worked together to pass a major facilities bond and made a Project Labor Agreement and forward-looking environmental standards central to its implementation. For excellent reasons, the board is preparing a second bond effort.

But when bad times come – and, unfortunately, they are coming with a vengeance – the quality of the board becomes far more critical. Times were bad in 1986, and an ignorant, arrogant board made those bad times worse when it chose to ignore Guild input and started slashing and burning viable programs and unnecessarily laying off faculty and staff in response to the fiscal difficulties. The Guild did what it needed to do: it declared war on district management and the trustees and drove them out of office and out of the district. But the fallout from the bad decision-making and ensuing battle hung over the district for years.

The next two years will be extremely difficult. Everything we have all worked so hard to build will be seriously threatened by the terrible fiscal realities that will soon confront us. In a period like this – much more than in good times – we need high caliber leadership on the Board and in the Chancellor's Office. Today, we are fortunate to have that type of leadership, which we lacked 15 years ago.

So when you receive in the mail a packet of "Dear friend" cards in a few weeks, please make an extra effort to circulate them to potential voters in the March 4 election. By reelecting Sylvia Scott-Hayes, Mona Field, Georgia Mercer and Warren Furutani to our Board of Trustees, we can keep the bad times from spinning out of control.

Budget Nightmare Won't Stop Equity Progress

On Dec. 17 the Guild Executive Board approved an MOU that changes the payment of the part-time equity differential. Instead of a single check mailed out separately at the end of the Fall and Spring semesters, equity funds will now be applied to a regular differential that will be added to the adjunct credit teaching schedule, beginning Spring 2003.

Starting this spring, instructors teaching adjunct assignments in credit disciplines where the regular full-time load is 18 standard hours or less will see an increase in their pay rates. From then on, the differential will, for the first time, also be applied to summer session assignments of adjuncts and to future winter intersession pay rates.

The dollar amount of the differential will be adjusted periodically based on the level of funding for the statewide Part-time Equity Fund. For Spring 2003 it is set at \$4.38.

Fall 2002 is the last semester for which the equity differential will be paid out in a single payment. Checks will be mailed out to eligible faculty as soon as the status of the current year's equity funds become clear.

The doctoral differential for work in adjunct assignments will be paid out as a one-time end of year payment for eligible faculty who worked in adjunct assignments during Fall 2002 and/or Spring 2003 semesters.

Educators' Tax Guide Available

The 2003 edition of the popular *Educator's Tax Guide* is now available at a substantial discount through the Guild. If you wish to purchase a copy, mail a check for \$2.99 made out to LA College Faculty Guild, 3356 Barham Blvd., LA 90068. Be sure your return address is on the check.

Sparks Appointed as Assistant to the President

Don Sparks, Physics Instructor at Pierce, has been appointed as Assistant to the Guild President. Sparks was the Guild's Chief Negotiator for the 2002-05 contract. Don taught in LAUSD prior to his 1989 hiring at Pierce, and was a UTLA Chapter Chair. He will be working halftime for the Guild while teaching halftime at Pierce.

Master Benefit Agreement Approved

Guild members ratified the new Master Agreement on Hospital-Medical, Dental Vision Group Coverage, Group Life Insurance and the District's Employee Assistance Program. The final tally was 903-39 in favor of approving the agreement, a remarkable 96% YES vote. Special thanks to Susan Aminoff and Carolyn Widener for their outstanding work on the agreement, which now becomes part of our contract.

CFT Convention March 21-23 in San Francisco

The annual convention of the California Federation of Teachers will take place March 21-23 at the San Francisco Hilton. Candidates for delegate spots must submit their names to the Guild Office by Friday, Jan. 24.

Read On

The newsletter of the American Federation of Teachers College Guild, Local 1521, CFT/AFT, AFL-CIO 3356 Barham Blvd., LA, CA 90068 (323)851-1521 Fax (323) 851-0443 www.AFT1521.org

Executive Editor: Carl Friedlander
Editor: Cherri Senders
 Submissions welcome. Deadline is the 20th of each month. Please include a daytime or evening phone number.

Pierce Wins Community Support for College Construction Projects



Nearly 150 representatives from Pierce turned out to show their support for continued facility improvements at the now-thriving College.



Nearly 50 AFT 1521

members and supporters joined dozens of faculty members, classified personnel, administrators, students, graduates, and community supporters at a Dec. 11 Woodland Hills-Warner Center Neighborhood Council meeting to show their support for moving ahead with Pierce College's master plan projects.

The turnout was in reaction to the continued opposition from the Woodland Hills Homeowners Organization (WHHO), a group that has frequently clashed with the College over development projects and whose members control a narrow majority of the Neighborhood Council. The College had been scheduled to present its draft Environmental Impact Report (EIR) to the Council in November, but the

Council abruptly tabled discussion on the issue. This time Pierce College representatives were prepared.

Almost a dozen people from Pierce testified on the need for this vital work to be approved without delay.

On Jan. 8 the council voted unanimously to approve the EIR. "The unanimous vote was a surprising and much welcomed development," said chapter President Bill deRubertis. Special thanks to Pierce President Rocky Young and AFT Treasurer Jim Dawson who played instrumental roles in bringing about the positive vote. Thanks as well to the Pierce Faculty Guild, Academic Senate, College Administration, ASO, and to the Staff Guild for their efforts.

Part-Timers Speak Out, Respond to Survey

Surveys sent to all part-time instructors in the district have yielded a wealth of information about our adjuncts district-wide on a variety of topics. About 125 surveys were returned, covering the following areas:

Adequate Office Space & Facilities: Nearly 50% of the respondents said they did not have adequate facilities to hold office hours, with 75 specific complaints about no voice mail or file cabinet or other particular item. Other complaints included no access to reprographic services on Saturdays and no access to computers/printers.

On Becoming Full-time: An overwhelming number of respondents (97) said they were interested in being hired as full-timers.

Freeway Flyers: Forty-five percent of the respondents indicated that they teach either on more than one LACCD campus, in other community college districts, at colleges or universities, such as Cal State, or in K-12. Several said they work in other "day jobs" or are self-employed.

Participating in Governance: If the district offered compensation (for instance, 100% pro rata pay) for serving on committees or in the Academic Senate, about 75% of the respondents said they would be willing to serve. Some could not participate because of their full-time jobs elsewhere, while several said they already participate in committee work without being paid.

Other Concerns: Other issues included pro-rata pay, experiencing problems with payroll, having classes taken away just before the semester starts, and feeling frustrated by not being able to teach more classes within the district, one calling the 60% limitation "ridiculous."

Several adjuncts expressed a desire to be treated with more respect as professionals and to be seen as integral members of the campus community.

Save Our Colleges

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more than double, rising from \$11 to \$24 per unit

■ For 2003-04 CSU and UC funding will each *increase* 2.5% over the revised current year budget; community college funding will *decrease* by 6%

If these proposals are approved by the legislature in anything close to the form in which they have been proposed, 200,000 community college students will be driven out of the system statewide. LA will lose around 30,000 students. The impact on district employees will be devastating.

We can mitigate the social, educational and economic impact of

this crisis by demanding that our legislators reject any budget proposal that singles out community colleges for a disproportionately heavy hit.

Write your legislator (see the sample letter on page 1). Visit the Guild website at www.aft1521.org and sign up for GetActive. Through GetActive, you will receive email updates as the crisis unfolds and have the ability to email or fax your representatives directly from the website. When classes resume on Feb. 10 explain how the budget will impact students so that they can make their voices heard.

Prisons and prison guards are getting lots of respect in Sacramento these days. But two million community college students and 50,000 faculty should be able to make sure that they be treated respectfully as well.

Budget Crisis Concerns Top Priority List

By Susan Casey

Budget cuts proposed by Gov. Davis dominate the discussion around the district. Program and class cuts are of concern at every college. While faculty are enthusiastic about Prop. A construction projects, some colleges are suffering from logistical problems related to classroom availability and parking due to the construction.

■ **East:** Chapter President Larry Powell reports that AFT members are greatly concerned about whether the faculty will have input about budget decisions during the current fiscal crisis; AFT is working on problems involving staffing of the Disabled Student's office; and the Work Environment Committee (WEC) is continuing to work effectively and has made progress on problems involving band room acoustics, faculty mailboxes, dirty restrooms and internet access for faculty. Now the committee will turn its attention to parking shortages as construction on the new Technology Building begins. On the Prop. A front, selection committees including representatives from the AFT and the Senate will pick the architects for a parking structure and for the Fine Arts Building.

■ **Pierce:** "Pierce is continuing to make significant progress on its Prop. A bond projects," reports Chapter President Bill deRubertis. The new Bookstore and Student Services Building is on schedule to be finished in March, renovation of the large student parking lot has been completed, and the renovation of the Administration Building lobby

is now nearly done.

■ **Southwest:** "Southwest's long list of Prop. A projects are on hold as the college awaits a revised master plan based on new seismic reports," says Chapter President Darrell Eckersley. The new plan will be submitted for review at the beginning of the Spring Semester. In other news: Southwest had 1,735 unfunded students last fall at a cost of \$4 million; the college has a new VP of Academic Affairs, Leige Henderson, who transferred from Trade Tech; the union, academic senate and administration are in consultation regarding a draft of the accreditation report; Winter intersession enrollment was up 5.8%. Due to the state budget crisis, "Ten to 15% of sections were cut for winter intersession and for spring semester. And there's a possibility that summer session will start late or be cut," says Eckersley.

■ **City:** "Faculty at City are concerned about the budget and its effect on growing class size, about the availability of parking and happy about the acquisition of funds for a new library," reports Chapter President Mattie Moon. While the contract recommends a goal of 34 per class and classes are usually closed at 45 students, this semester the administration is recommending that some departments allow 50-60 students per class. "The administration is encouraging packing. It's a way of cutting the budget by having larger classes and not hiring adjunct faculty," says Moon. Also, the Work Environment Committee is looking at adjunct access to office space, phones and filing cabinets. And parking has become a serious

problem not only because of construction projects on campus, but also because many of the surrounding neighborhoods have initiated permit parking. The new parking structure being built on campus is embroiled in controversy because it is a public/private venture that has fallen out of favor with the public.

■ **Valley:** "Valley is gearing up for difficult budget decisions. Discussions about it are dominating all campus meetings," reports Chapter President Joanne Waddell. "Prop. A plans remain a positive note," she adds. The BUG (building user group) plans for the Allied Health/Science, Library/Learning Resource Center, Media Arts and Gymnasium complex are moving forward. New BUGs are forming for buildings that are to be renovated. Finally, congratulations to Guild member Lou Albert, Director of the Professional Media Center for leading a district-wide team of administrators, faculty and classified as co-hosts of the four-day League for Innovation Conference on Technology in Long Beach.

■ **Harbor:** "Board Member Mona Field attended the recent AFT meeting to help deal with morale problems and other concerns raised by the results of the AFT survey regarding campus issues," says Chapter President Rod Oakes. In other news: enrollment is up but unfunded. Harbor and LAUSD are cosponsoring a new program at the college, The Harbor Teacher Preparation Academy. Currently 65 high school students interested in pursuing careers as teachers are enrolled and the program is expected to grow considerably. Through the accelerated program, students attend high school for four years, take one year of classes at Harbor, transfer to Dominguez Hills for two

more years and then spend one year in a credential program.

■ **West:** "West is still grappling with the budget and enrollment management in light of the enrollment increases and the demand for more full time faculty, and class schedules for winter and spring terms," says Chapter President Jack Ruebensaal. The college has been successful in its search for contract money to supplement cap limits -- West has begun a resident program partnership with ELS Language Center, a worldwide school which will bring international students to West. ELS students can also opt to continue their degree work and take their college level education at West. In addition, the Probation Department partnership with LA County has expanded with three additional training contracts and the initiation of a new program with LAX and police training at our airport campus. In other news, an agreement was finally reached to give part-time faculty offices in the former CEDCE building beginning Spring of '03.

■ **Trade Tech:** "Everyone is feeling the pinch from class cuts and a hiring freeze resulting from a \$4.5 million budget deficit. Most scary is the proposed budget for next year is far worse!" reports Chapter President John McDowell. In other news: the accreditation self study and the educational master plan are near completion; Part-time faculty should request an updated seniority list to ensure that any reductions in hourly rate assignments are done properly; President Castro agreed with AFT to allow faculty in Culinary Arts to elect a department chair from among their ranks after the departure of Carole Lung. Congratulations to Steve Kasmer, who was elected.