

Going Adjunct

Yuba College
American Federation of Teachers

www.aftyuba.org

"Although it is true that only about 20 percent of American workers are in unions, that 20 percent sets the standards across the board in salaries, benefits and working conditions. If you are making a decent salary in a non-union company, you owe that to the unions. One thing that corporations do not do is give out money out of the goodness of their hearts."

-Molly Ivins



BUDGET CUTS AFFECT TEACHERS AND STUDENTS

In our September 2007 issue of *Going Adjunct*, we reported to you about an adjunct instructor, Heidi Walker who has instructed women inmates for nine years at the Live Oak Women's Center, a minimum-security prison. One of the main goals of her instruction at LOWC has been to decrease the rate of recidivism through building people skills, career counseling, creating action plans, and journaling to deal with difficult personal issues. Many of her students are serving prison time for offenses like prostitu-

tion, drug addiction, selling drugs, burglaries, and embezzlement. With budget cuts made earlier than ever this year, Heidi learned early on that her spring 2009 semester classes would not be funded. Although she has lost work that she loves, she has already established connections for new work outside of the Yuba College district. She believes that the cuts in classes will be difficult for the inmates. People who do not have the opportunity to learn new ways of living continue in their comfort zone, whatever it may be. Over the

years she has observed her students completing courses with deep emotion and a new hope for a different life outside of



prison. In the end, though, Heidi knows that the budget situation is cyclical and will improve at some point in the future.

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AFT SET TO LAUNCH MAJOR CAMPAIGN ON THE ECONOMY

Building on the union's successful mobilization strategies in the 2008 election campaign, the AFT is launching a national campaign next week focused on strengthening and protecting the nation's vital public institutions and services during

the current economic crisis. AFT president Randi Weingarten will kick off the campaign, called "Fight for America's Future: It's Dollars and Sense," at a Jan. 14 press conference in Washington, D.C. The day before, she will be in Florida—one

of the states hardest hit by the recession—where she will meet with Gov. Charlie Crist and that state's local presidents.

"Our schools and colleges, safety systems, and vital government services—these are the core of our

—continued on page 2



"It is time our collective voices tell the nation that America's future depends on what we do"

FROM PAGE 1—AFT SET TO LAUNCH MAJOR CAMPAIGN

democracy," the Fight for America's Future statement of purpose says. "Their strength is fundamental to America's strength. But with the national economic crisis, these essential services face draconian cuts. We must fight for them, and in so doing, fight for America's future."

There will be a campaign Web site featuring videos, member stories, resources, state updates and ways to take action. A section of LeaderNet,

which will be updated regularly, includes campaign information and resources.

Fight for America's Future is AFT members' collective call to support public education and other essential services through lobbying elected officials, speaking out in public forums, talking to neighbors and more. "It is time our collective voices tell the nation that America's future depends on what we do," the statement of purpose says. "Our message in

every community in which we live and work must be clear: that strengthening education, healthcare and public services is crucial in order to restore and preserve opportunity in this country, and that this is a cause worth fighting for."

-January 8, 2009

AFT-LeaderNet News
<http://leadernet.aft.org>



YC-AFT AT YOUR SERVICE

Many years ago full-time faculty of the Yuba College district made the rules about the adjunct faculty pay scale. And guess what—part time pay scales were proportionally less than that of full-timers. Today, closer parity exists between the full- and part-time pay scales. But this did not happen by itself. A dedicated board of campus representatives, negotiators, and grievance officers, backed by the California American Federation of Teachers worked for us. Your union has worked to improve many other working conditions.

The negotiations that YC-AFT held with the Yuba College District in 2008 resulted in progress for adjuncts. Highlights of our gains include:

1. A clause indicating that "just cause" must exist for dismissals, (strengthens our return rights).
2. Clarification that adjuncts may teach up to a 60% load not including-

"ancillary duties".

3. Unpaid leave of absence (with approval) without losing return rights.
4. Provisions for public safety facilitators, including a 10% increase in pay.
5. A new statement from the district that they are committed to parity in the future.
6. A longevity step in our pay scale that removes the previous "ceiling" on pay raises.
7. A 10% pay increase for service on Academic Senate and College Councils.
8. STRS or PERS retirees may now opt out of the Cash Balance program if they choose.
9. Paid office hours is now recognized as a permanent program.
10. We may reopen and renegotiate by mutual agreement, which we could not previously do.
11. The district now pays for adjunct

senators at WCC.

12. A provision for a cost of increase allowance (COLA) when the budget allows.

Many individual instructors have approached YC-AFT officers over the years for support. Success results include getting full time positions for instructors who were teaching over 60% time, saving adjunct positions after unfair teaching evaluations, and protecting the return rights of adjuncts, who were to lose their positions.

>1
 greater
 than one



"I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character."
~Martin Luther King Jr.



GOT A GRIEVANCE?

Do you believe you are being treated unfairly by your college administration? Are you unsure of your rights as an adjunct instructor? Your YC-AFT union is here to help. Jim Kitchen has served as Grievance Officer for YC-AFT for many years. He has helped many adjunct faculty solve problems ranging from salary issues to return rights. Jim can be contacted at Jim Kitchen

(530) 218-1792, or at jkitchen@yccd.edu

*
* **Welcome New Adjunct Faculty!** *
* **Sincerely,** *
* **The Board of the Yuba College** *
* **American Federation of Teachers** *



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PRESIDENT'S MESSAGE

January 2009 Spring Semester, Issue 1

Hello members and others interested in YCAFT Local 4952.

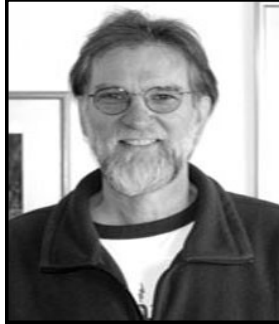
We can indeed be happy for the new energy brought to governance of our union by recent involvement of Mary Benson from the Clear Lake Campus as well as Jim Schulte and Bob Cassel from Woodland Community College. It was great to meet those I did not know and to see all of them willing to dive in to the tasks which sometimes seem daunting for a union of part-timers. So I am very encouraged!

"The difficulty of these times" as I phrased it in my last message, shows no signs of abating any time soon. I was present as President Paul Mendoza of Yuba College gave his first assessment of the district's financial position given the state budget turmoil. Even the size and duration of the budgetary obstacles is in dispute between the governor and the Legislative Analyst's Office. But the shortfall statewide appears somewhere between 24 to 28 billion dollars through June 2010. Structural problems, unless adequately addressed, will likely continue the budget shortfall beyond that date.

For the Yuba District, it is believed a 2.5 million dollar reduction must be achieved for the current fiscal year alone. One prospect that seems likely is reductions in number of class sections offered. This will directly reduce courses offered to adjunct faculty as soon as spring 2009, I fear.

What good news there is consists of a .68% Community College Cost of Living increase for the current fiscal year that started July 1, 2008. Under normal circumstances that would translate to a COLA to the adjunct salary scale of .63% retroactive to July 1st. My contact with the personnel office indicates adjunct pay raises will be paid retroactively in the January 10, 2009 payroll.

January and ongoing paychecks will reflect the raise prospectively. THIS DEPENDS ON ACTION OF THE SPECIAL SESSION OF THE LEGISLATURE AND THE GOVERNOR, HOWEVER. The governor has specifically proposed to take back the COLA, small—



though it may be. Stay tuned to the state legislature's and governor's "progress" in dealing with all this.

Though the situation remains dire, we urge you to maintain good hope for speedy recovery and better times ahead. In solidarity.

Douglas M. Harris, MSW
President, YCAFT Local No. 4952



JOIN THE YC-AFT FOR LUNCH, ON US!

Find out what the Yuba College American Federation of Teachers board does at our monthly board meeting while enjoying lunch on us! Please contact Mary Benson at daymortgage@hotmail.com for dates and locations.

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