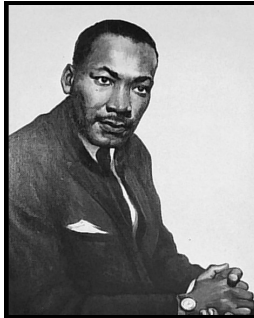


October 2010

Yuba College American Federation of Teachers Local

October 2010



"History is a great teacher. Now everyone knows that the labor movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them."
—Martin Luther King Jr.

Teacher-President Feature

Jim Kitchen is not a new kid on the YC-AFT Executive Board. In fact, even as the new president of YC-AFT, he isn't all that new. He is one of our union's founders. If one of his life's passions has been protecting and enhancing the rights and representation of part-time instructors, the other is the valuable student community he has dedicated his life to teaching.

Jim has been teaching Economics for the past 47 years. He dove into teaching his first course in Macroeconomics in the summer of 1963, after his first year as a graduate student at Michigan State University. In 1965 he started teaching full time at Waterloo Lutheran University in Water-

loo, Ontario, Canada and later moved to Algonquin College in Ottawa. In December 1973, because of family obligations, he brought his family back to Marysville and started teaching at Chapman and Yuba Colleges. He has also taught for several years at Butte College.

Jim's study of Labor Economics applied to the tenuous position, and casually unfair treatment, of part-time instructors by Yuba College at that time, and is what got him involved in creating the YC-AFT 18 years ago. He has remained on the board ever since.

During a phone interview he recounted his involvement in forming our local. Prior to 1992, part-time

instructors were represented by the Yuba College Faculty Association (YCFA). Yes, this is the very same



Jim Kitchen

union that currently represents full-time instructors in the district. However, folks like Jim, Dave Althausen, and Charlie Johnson observed that part—
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November 2010 Election

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The stakes are very high in this year's November election. Californians face a clear choice in candidates and ballot measures. We can go down the destructive path of anti-education, anti-labor policies represented by Meg Whitman and other candidates who represent the narrow interests of corporations and Wall Street banks; or we can chart a new direction, starting with Proposition 25, for a major-ity vote on the state

budget, and Jerry Brown for governor, and begin to restore the California dream of a vibrant place to live and make a future for ourselves and our families.

The California Federation of Teachers Committee on Political Education (CFT COPE) bases its candidate recommendations on candidate interviews and their records and stated positions relating to public education and labor issues. CFT COPE makes its proposition rec-

ommendations by analyzing the potential impact of the ballot measure on public education and services, its potential impact on the ability of the CFT membership to serve the public (if applicable), and by assessing whether the ballot measure would improve the lives of most Californians.

For more information go to <http://www.cft.org> and click on November 2010 Election.

Welcome, New Adjuncts

We would like to welcome the following new adjuncts to the Yuba Community College District. Please let us know if we missed you or someone you know by contacting Jodi at j.azul@sbcglobal.net.

Woodland Community College

Frank Hoang, Chemistry
Eric Price, Human anatomy
Claudia Ross-Ibarra, Biology
Lisa Geren, English
Tim Raposa, Anthropology
Jim Rumsey, Ag Mechanics
George Sellu, Plant science
Jessica Wong, Chemistry
Corey Redfield, Digital Media

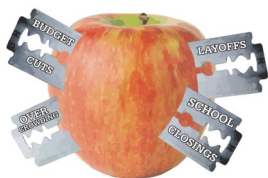
Beale

Trevor Albertson, History

Yuba College

Frankie Carey, Geography
Melissa Diaz, English
Paul Herrick, Music
Thomas Manley, Geology & Physical science
Joseph Penrod, Biology
Marius Petraru Geography
Eric Price, Biology
Dana Vecchio, Reading

APPLE FOR THE TEACHER



Legislature Adopts Community College Resolution

September 9—After a lengthy process involving the education of Legislators by CFT lobbyists and members regarding the growing role of part-time temporary faculty in the community college system, the state Legislature adopted Assembly Concurrent Resolution 138. ACR 138 expresses the intent of the Legislature that "part-time and

On June 24, the Majority Vote Budget measure qualified for the state ballot for November 2010 as Proposition 25.

California is one of just three states that require a two-thirds legislative supermajority to pass a budget. Under these circumstances, a small minority of legislators controls the state budget process, and ensures the continued decline of funding for public education and other vital social services. Democracy is supposed to be simple majority rule (50% plus 1). We have lost democracy in our state budget process, with terrible effects for all of us. Proposition 25 will address that problem.

Each year the state budget is held hostage by the legislative minority until the majority, fearful of the impact on people's lives of withheld

funding, is forced to eliminate a tax, or to create additional tax loopholes for special interests. In addition, items unrelated to the budget, but on the wish list of the minority, are inappropriately thrown into the process. Over the past sev-



eral years these non-budgetary items have included elimination of time and a half pay for working more than eight hours in a day; removing restrictions on contracting out public sector jobs so that employers could instead pay minimum wage without benefits for what had formerly been decent jobs; and elimination of lunch breaks for workers in the hospitality business.

Two years ago, one legislator held up the entire process until the majority agreed to place a measure on the state ballot in exchange for his budget vote!

Such actions result in the budget deadlocks we experience each year. California's credit rating has plunged to the lowest in the country, costing taxpayers more for the state to borrow money. As a result, the CFT, along with a number of allies, is proposing reform of this dysfunctional budget process. Under the Majority Vote Budget Act, the undemocratic Legislative two thirds vote on the state budget would become a simple majority, like it is in almost every other state. Democracy would be restored to our Legislative budget process.

temporary faculty receive pay and benefits that are equal to those of specified tenured and tenure-track faculty, to the extent funding is provided, and that the California Community Colleges increase the percentage of tenured and tenure-track faculty." Although not binding, resolutions such as ACR 138 set

guidelines for future legislation. ACR 138 is part of a national effort, the Faculty and College Excellence Campaign (FACE), led by the American Federation of Teachers, to address problems relating to trends in academic employment.

Continued from page 1 (Teacher–President Feature)

time teachers did not get balanced representation.

In fact, when budget woes forced the YCFA to accept salary cuts, they voted that full-time instructors would take 5% cuts and part-time instructors, 20% cuts.

Mr. Kitchen, had already been supporting the effort of the Communications Workers of America who represented Butte College faculty. This experience motivated his belief that a union would strengthen the rights of Yuba district part-time faculty. This combined with the sense of disenfranchisement from YCFA catalyzed his role in union founding.

In no time, he, Mr. Althausen, and Mr. Johnson took a referendum for a membership card for part-time instructors to the Public Employees Relations Board. Dave Althausen got help from union folks in the Los Rios College District.

The Los Rios Union arranged for an organizational

representative to support them. Their efforts led to a PERB election and the American Federation of Teachers won. This is when Jim joined the executive board.

With his minor in Labor Economics, it was no surprise that Jim was appointed grievance officer and negotiator. He became chief negotiator and from 1996-2000, served as President.

As a community activist Jim is currently in his fourth term on the Marysville City Council and has served several years on the Board of the Yuba-Sutter Chamber of Commerce, and was Board President in 1998.

Jim negotiated for our first contract in 1994. This short-term contract merely recognized what already existed for part-time instructors. Our first full contract finally went so far as to get part-time pay cuts restored and give pay raises.

This and future contracts strengthened return rights by defining them much more

clearly and broadly than what YCFA had formulated.

No longer were an instructor's return rights limited to a particular course taught at one campus site, but were now based on the course load within a college region. If the location, course name or number changed, part-timers would no longer lose their return rights. They would retain the right to a course load they were qualified to teach. Over the course of 18 years that Jim has served on the executive board he has overseen the adoption of pay for part-timers serving on the Academic Senate and Site Councils and the adoption of a great retirement plan which has demonstrated a rate of return between 4^{1/2}-6%.

YC-AFT President, Chief Negotiator, Grievance Officer, and Mayor of Marysville? Yes. Mr. Kitchen also served in 1995 as Mayor of Marysville. Although fun at the time, he would not want the responsibility again.

In fact, Jim credits his extended service on the City Council with getting the City's endorsement for Measure J not too long ago (the bond issue that is funding Yuba College's current expansions).

When asked what his goals as president are, Jim replied: 1). To get the current contract extended for two years; 2). To get the allowable teaching load increased to 20 units per year. Currently it is 9 units per semester, and that is with permission. The maximum used to be even less. 3). To maintain salary scales and the cost of living (COLA) provision. If the Yuba Community College District gets a COLA then we should, too.



NEW CHIEF NEGOTIATOR

Doug Harris just stepped down from his two-year term as YC-



AFT President and retired from his full time social work position. But, evidently

does not want to relax much. He now serves as our chief negotiator. In fact, his service to the executive board also includes his past roles as Secre-

tary and Campus Representative for the Clear Lake. He has taught sociology and human services at the Clear Lake for the last 12 years. Doug looks to continue his active representation for the interests of our part-time teachers.

NEW GRIEVANCE OFFICER

Meet Julia Green, cultural anthropology, physical anthropology, and archeology instructor at Yuba College, Marysville campus. She is also the new grievance officer for

YC-AFT. Since 2008 she has served as a Yuba College Cam-



pus Rep and replaces outgoing grievance officer Jim Kitchen, now

President. Here are a few words from Julia: "As grievance officer I intend to provide confidentiality in dealing with concerns and complaints, even if

distressing for you. You can rely on me for guidance based on your legal rights as a part-time instructor and know that you also have the support of a caring executive board that I work with. If you have a concern or problem in process or on your campus, call me at (530) 741-0780 or email me at jgreen@yccd.edu.

Outgoing President's Aloha Message

The title of this piece does not, unfortunately, signal plans for a move or travel to Hawaii. But it does indicate moving on while also conveying a greeting. I have been president of YC-AFT Local 4952 for two years as prescribed. The work has been rewarded with support from and connections to a number of remarkable people who have served on and worked for the executive committee of our union. They are a joy to have on our team.

However, personal reflection led me to conclude that capable leadership located closer to Marysville (the district's center of administrative and political action) than my Clearlake residence was needed. The lack of proximity had become too limiting for a president.

Before our election process, Jim Kitchen agreed to serve as president. This is, in my view, the best of all



possible worlds. With Jim the position is in very good hands. In fact, I consider him a mentor. But the news gets better, in my view. I still wish to serve on the executive board as chief negotiator to coincide with Jim beginning his term as of September 2010. I can manage this position and look forward its challenges.

To conclude my last president's message: I value my connection to all of you co-faculty and union members. Because we are dispersed, our position in the district is unique and difficult, particularly in budgetary times like these. As chief negotiator I will continue seeking what is in our best interests. Our efforts

must continue. The support from the membership is critical. Thanks to all of you for an interesting two years that have allowed me to grow and learn about leadership in this union.

My final comment relates to California's budget crisis (again).

Any solution to this mess, in my personal view, includes passage of Proposition 25 this fall. It will remove the two-thirds legislative approval requirement for a state budget, which is both the single greatest hurdle to timely budgets in California, and way out of line with similar requirements in the vast majority of other states.

I personally appeal to you to support Proposition 25! Tell everyone to support it!! It can end this madness that puts outcomes for our students and ourselves at grave risk. Thanks and aloha to one and all. **Doug Harris, LCSW**

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Incoming President's Message

I am honored to be elected to return to the Presidency of our local. However, I resume this position with a degree of concern which arises from the fact that I am following in the footsteps of an outstanding individual; outgoing President, Doug Harris. It is my hope to live up to his legacy.

Fortunately in resuming the office of President I will have the backing and assistance of a younger, dedicated and skilled executive board. With our mutual assistance and cooperation I believe we will have a productive two years. At that time, after 20 years of service as an officer of our local, and as the last re-

maining founding board



member, I look forward to turning the future of our local over to this distinguished group.

I am truly pleased to have Doug Harris take over as the Chief Negotiator of the local, and to have Julia Green become Grievance Officer. These are two vital positions that serve the needs of our members on a continuing basis. We are also fortunate to have Jim

Schulte continue as Vice-President, Jay Batchelder to continue as Secretary Treasurer, Mary Benson as Membership Director, Jodi Azulai as Newsletter Editor, as well as Elaine Robinson, Bob Cassel, and Annette Lee as Campus Representatives. It is hoped that Heidi Walker will return to the Executive Board in the Spring.

Among the early tasks facing us will be dealing with our contract. The current contract is scheduled to end on June 30, 2011 and needs to be either renegotiated or extended. The YCFA, representing the Full-Time faculty, has extended their current contract until June 30, 2013, as has the union

The Administration has requested that we also extend our current contract for an additional two years. Doug Harris will lead our negotiations for this extension with some revisions. In particular, we hope to increase our allowable load from 60% (nine units per semester or eighteen per academic year) to the 67% (ten units per semester or 20 units per academic year) now allowed by state law. Extending our current contract also means that we will have no cuts in our salary scale, and if the state provides the District with a cost of living increase, our scale will also increase automatically. In the tough economic times this may be the best we can hope for.