

A CALL FOR COLLABORATION

—by Rosa Packard

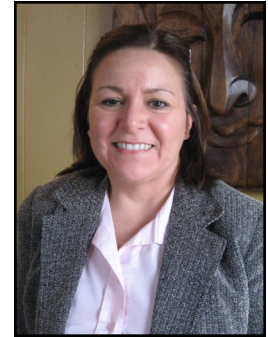
The California School Employees Association (CSEA) Chapter 283, Yuba staff, Woodland, and Lake Campus have been outraged with the recent lay-offs of classified within the Yuba Community College District. It's not just the state budget that has shrunk, but the number of classified staff is dwindling rapidly within the district. Currently, 61 classified staff members have been laid-off and others have been notified of lay-off.

What is compelling is the Yuba Community College District's disregard for the CSEA Collective Bargaining Agreement adopted September 10, 2008 between the District and CSEA and the contractual language regarding lay-offs which

stipulates that students in work study do not fill in terminated positions.

The recent layoffs terminated services to students such as tutoring, writing assistance and library operations. At the Woodland campus, a Tutoring Specialist, Instructional Assistant, Library Technician and Library Media Specialist are gone! Each of these positions was the "main switch" that kept operations in the respective centers running smoothly and providing valuable and much needed services to students. The centers never closed due to layoffs; instead volunteers, financial aid work-study students and other work-study students from other programs were employed to keep the doors open. The CSEA Collective

Bargaining Agreement, Article 6.11, Student Employees: *the District shall not employ any student under any college work-study program, or in a work experience education program, which will result in the displacement of bargaining unit members.* The Collective Bargaining Agreement further stipulates in Article 19.1, Effects of Layoff: *"Work previously performed by employees who have been laid off may only be performed by certified employees, confidential employees, supervisory or management employees when the work tasks are currently present in those District employee's job description and routinely a part of the job. Work previously performed by*



Rosa Packard, CSEA Woodland Vice President

laid off employees shall not be contracted out or performed by students or volunteers."

The California Education Code is another guiding principle,
—Continue page 3

Inside this issue:

- General membership meeting **2**
- Pink Hearts, Not Pink Slips **3**
- Political activity on campus **3**
- President's message **4**

ADJUNCTS ACCRUE SICK LEAVE?

—by Mary Benson

Do adjuncts accrue sick leave? According to Denise Daniel, Personnel Analyst at the district office, we do. During a phone interview, she explained that one hour of sick leave accrues for every eighteen hours of work per our contract.

There is no distinction between lectures or labs. However, neither substitute hours nor office hours are

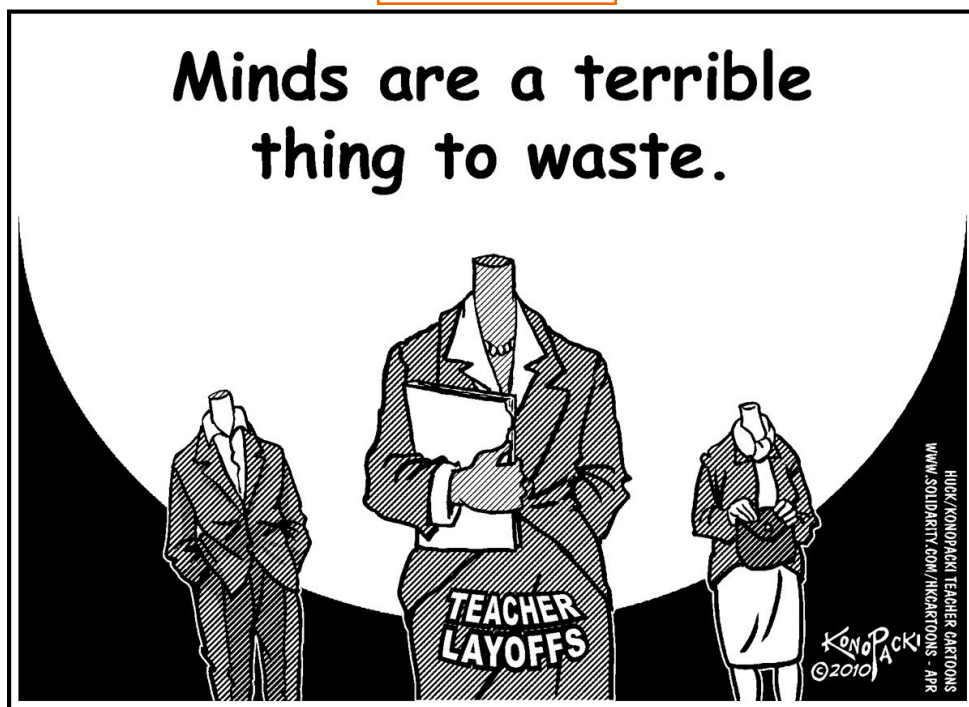
eligible. Actual teaching hours or work hours of counselors and librarians are used to accrue sick time.

Ms. Daniel has sick leave information for adjuncts going back many years. "We used to send out annual statements when we had more staff on board, but for the past 6 years, we have not had the support to do this." Ms. Daniel and others in Human Resources are

working to include accrued sick leave information on our paystubs. "We are very close to being able to mail out a hard copy showing current sick leave figures, and I believe we will have that available within the coming months," she continued.

Currently, even paystubs of fulltime staff do not contain accrued sick leave.
—Continued on page 2

Minds are a terrible thing to waste.



ORIENTATION AND GENERAL MEMBERSHIP MEETING

On August 11, 2010 join us for our general membership meeting after the part-time faculty orientation. At that time we will provide you with information about upcoming negotiations and ask if you have any issues you would like to see us include. In preparation for the meeting we would also like you to think about whether you are interested in

nominating yourself or someone else to become a union campus representative. Note that sometime in July before orientation you will be receiving ballot information for YC-AFT Executive Board Officer elections. Your vote means a lot to our organization, so be sure to weigh! Those of you who attend our membership

meeting will be eligible for a drawing to win a reimbursement of \$20.00 toward a parking pass. This differs from the past for reasons we will explain at the meeting. See you in August! Contact us if you have any questions about any of this information. See page 4 for contact info.

SICK LEAVE from page 1

The District is developing the leave program with Datatel (also called Colleague), a software program that includes a human resources module. Previously the District had their financials on the County system. However, since 2000 the District has been fiscally independent and all database categories tran-

sitioned to the Datatel program for integrated management. "One of the benefits of the Datatel system," Denise reported, "is that I now can see things on the student side, which was previously not available." Denise encouraged our members to look at Datatel online at www.datatel.com; they

have users' groups and task force committees. Furthermore, all community colleges who use it share information as they implement mandated state requirements. In the meantime if you need your sick leave record, Denise encourages you to contact her by email: ddaniel@yccd.edu.

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COLLABORATION *from page 1*

California Education Code 88076, paragraph b, item 6,

"Employment of either full-time or part-time students in any college work-study program, or in a work experience education program shall not result in the displacement of classified personnel or impair existing contracts for services."

Part 42., Student Financial Aid Program Article 18, section 69960, para.(c) of the California Education Code states *"The employment of a work-study student shall not displace workers*

currently employed by the participating employer, or impair existing contracts for services. No position filled by a work-study student shall have been occupied by a regular employee during the current or immediately preceding 12 months."

The students are paid at a much lower wage, with no benefits, and work for long periods of time in the centers without supervision.

These injustices have affected faculty and adjunct faculty as well. Classes have been

cut: if a class isn't offered an instructor cannot not teach, if a program is cut, faculty are laid off and subsequently students must go elsewhere to complete their educational goals.

CSEA recognizes the valuable service that YC-AFT members give to students and to the Yuba Community College District. We should all discourage those practices by the District that jeopardize our rights as bargaining units, and stand together in solidarity.

PINK HEARTS NOT PINK SLIPS

Schools throughout America are facing devastating cuts. Our children's future hangs in the balance.

By the end of this school year, it is estimated that as many as 300,000 teachers, school support staff and higher education faculty will receive pink slips throughout the country. This will result in drastic increases in class size and less individualized instruction; it will erode classroom discipline and school safety, and eliminate essential programs like art, music, AP classes and summer school.

The "Pink Hearts, Not Pink Slips" campaign aims to draw attention to the devastating impact educational budget cuts—and the resulting layoffs—will have on our students, their schools, and our communities. Starting on May 4, National Teacher Day, we are encouraging everyone to wear their pink hearts to

acknowledge the important contributions of educators.

Educators put their heart and soul into their work, and every day they make a real difference in the lives of students. Budgets may be tightening, but students need educators in the classroom, not in unemployment lines.

Our government didn't walk away from Wall Street. We should demand no less from them when it comes to saving our children's future. We must voice our support for federal legislation that will provide \$23 billion to help school districts avoid layoffs and cuts in vital services for children. Help us preserve the education lifeline our students deserve. To participate find more information at:

www.pinkheartsnotpinkslips.com



**Pink Hearts,
Not Pink Slips**

POLITICAL ACTIVITY ON CAMPUS

Vice Chancellor Al Alt requested that we adhere to restrictions placed on district employees by District Administrative Procedure AP 7370. This procedure strictly outlines limitations related to political activity.

In particular, Education Code EC 7054 states that no school district or community college funds, services, or supplies be used urging the support or defeat of any ballot measure or candidate. This includes: work time, copy services, or machines and all electronic methods of communication including email.



PRESIDENT'S MESSAGE

We are winding down another semester amid a noticeable lack of apparent resolution to budgetary concerns at the Yuba Community College District. To be fair, it seems the chancellor's raise issue has been shelved--at least for now. With it any movement toward unity among the bargaining units seems to have evaporated.

We decided to contact the trustees and reiterate our position that mutually shared sacrifice would leave the district in the best position to offer the services students most need.

The response from the vice chancellor made clear what we have suspected regarding concessions: YC-AFT will be brought to the table last among all bargaining units to join once other units have demonstrated a willingness to participate in concessions.

We also heard that the vice chancellor's view: concessions must first be enacted by the administrators and management in order to show leadership.

This last point is a forward looking position, and one we welcome very much. It is too soon to tell whether it will be the basis for participation by all the bargaining units.

The state budget is the huge unknown, of course. It's impossible to say whether things are as dire as earlier forecasts, worse, or perhaps somewhat better. How com-



munity colleges are treated in the budget process will likely determine what we are looking at. So we must be content to stay tuned.

We will be looking at opening negotiations for a new contract in fall 2010. We will be exploring issues and concerns and comments from members are always welcome.

On a somewhat personal note, I have commented before that part-time faculty mostly fall in one of three groups: retirees who love to do some teaching, professionals working in the field who also like to teach at the college level, and 'freeway fliers' who cobble together full time work with part-time assignments at multiple colleges.

Next fall I will shift from the middle group to the first group as I shed my day job and (mostly) retire. My anticipation is that teaching will become just that much more enjoyable without the daily grind surrounding it. I know I'm looking forward to it. One of my hopes is for the ability to get to know more part-time faculty in the district with the additional time I'll enjoy. Stay informed and connected.

Douglas M. Harris, MSW
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Cartoon page 2, Mike Konopaki, 5/7/2010

UNEMPLOYMENT FOR ADJUNCTS

If you find that you will be unemployed with the Yuba Community College District and want more information about how to apply for unemployment request a copy of our March 2010 *Going Adjunct* issue. In it you will find information on the process. Email Jodi: j.azul@sbcglobal.net to request.

