

## President's Message

Several of us are leaving next week for San Diego to attend a conference hosted by the California Community College Independents (CCCI). This organization, to which the UF belongs and pays dues, functions much like a statewide union. We receive regular updates from CCCI President Rich Hansen, including a weekly roundup of education news, budget updates and legislative updates. We have a listserv where members throughout the State share ideas, ask questions, and compare notes. And we meet twice a year, once in the south and once up north, to exchange strategies, learn about statewide issues, and trade stories from negotiations.

This fall, much of the talk will touch on a proposed merger between the community college units of CFT and CTA (the two largest statewide unions that represent community college faculty). Carl Friedlander, President of CFT's Community College Council, will speak as a guest of CCCI. And we'll no doubt be discussing what role if any the independent unions might play if there were to be a merger. CCCI's membership has grown in the past couple of years, as has the organization's influence statewide. But many faculty leaders throughout the State (including some in CCCI) think that a single statewide community college union would put us in the strongest position.

Another group with whom we work closely is the Faculty Association of California Community Colleges. In addition to CCCI, we rely on FACCC to be our voice in Sacramento, and we've worked closely in the past couple of years with FACCC leadership to craft a message and strategize about ways of delivering it. Just recently, I began sitting in on a weekly strategy meeting by conference-call hosted by Jonathan Lightman, FACCC's Executive Director, that includes leadership from CFT, CTA, CCCI and the Community College League (which represents trustees and CEOs). Jonathan and FACCC work hard to bring all these groups together because, as he often laments, community college advocates often find themselves challenged to stand up to more powerful forces in Sacramento to protect our funding and remind legislators of how important our mission is to the economic health of our state.

Perhaps a statewide community college union would help to strengthen our voice. I know there are many UF members that supported and continue to support affiliation for just this reason. Our plan is to wait to see what develops between CFT and CTA before revisiting our affiliation debate in any official way. But I thought our members might appreciate knowing that we're in no sense working alone these days. From our work with CCCI and FACCC to our monthly meetings with the Bay Faculty Association to our recent work in the Al-Costa Budget Coalition (where we joined with K-12 teachers and health care providers to fight across-the-board spending cuts this year), we are well connected to the statewide faculty labor movement.

We get help and advice when we need it, and we certainly contribute to the good fight, as it were, whether that means me arguing with Republican Assemblymember Guy Houston over taxes and spending cuts or Deborah Dahl-Shanks arguing with STRS leadership over how part-time office hours are counted towards retirement. We may be independent, but we're not disconnected. We can't afford to be.

### United Faculty Executive Board Members

Contra Costa College	Los Medanos College
Vern Cromarte	Nancy Bachman
Stuart Lichter	Casy Cann-Figel (P-T Rep)
Jeffrey Michels (Pres.)	Milton Clarke
Rudy Zeller (Vice Pres.)	Michael Zilber (Vice Pres.)

Diablo Valley College	
Emmanuel Akanyirige (Treasurer)	Jesse Lovell
Glenn Appell (Vice Pres.)	Steve Padover
Deborah Dahl-Shanks (Part-Time Rep)	Mary Ulrich
Katrina Keating	Bruce Koller
Donna Wapner (Faculty Advocate)	

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(Email Jeffrey Michels at [ufjeffmichels@gmail.com](mailto:ufjeffmichels@gmail.com))

## UF Nomination Form

Date: \_\_\_\_\_

We, the undersigned of the United Faculty, do nominate:

\_\_\_\_\_

for the position of: \_\_\_\_\_

1. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

2. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

3. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

4. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

5. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

6. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

7. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

8. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

9. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

10. Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

10 signatures are required. Please return this petition to the UF office at DVC before noon on October 20, 2008.



# Table Talk

The Newsletter of the United Faculty of  
Contra Costa Community College District

October 6, 2008

## News at a Glance

- Ratification Vote Begins for 2008/2009 Tentative Agreement
- UF/District Working to Calculate 08/09 Salary Increase
- State Budget Includes 0.68% COLA
- New Look for *Table Talk* and UF Website
- Nominations Open for UF President and E-Board Spots
- UF Supports JoAnn Cookman & Tomi Van de Brooke for Board
- Get-Out-the-Vote Partnership Rallies Planned for Late October
- 60% Law Changes to 67% Law Starting January 1, 2009

## T.A. Ratification Vote Begins - Votes Due by Oct. 20

The 2008-09 Tentative Agreement between the UF and CCCCD has been finalized, and ballots for the ratification vote are now in faculty mailboxes. The Agreement is mostly unchanged from the version attached to the last issue of *Table Talk*. We made two changes only: we agreed to leave the definition of "enrichment hours" in our agreement, but not to put that language in the contract yet. And similarly, we took the sentence about the district maintaining a flowchart of leave options out of the contract, but left it in the Agreement. Faculty who wish to review the Agreement may find it on-line at [www.ufcccd.org](http://www.ufcccd.org) under "Recent News." You may also get a new copy sent to you via campus mail by calling Terri in the UF Office at extension 2502. Completed ballots are due back in the UF Office by noon on October 20.

## E-Board and Negotiating Team Say, "Vote Yes"

The UF Executive Board voted unanimously on Sept. 25 to recommend a "Yes" vote on the Tentative Agreement. All members of the UF Negotiating Team (Deborah Dahl-Shanks, Brendan Brown, Jill Destefano, Glenn Appell, Michael Zilber, Rudy Zeller and Jeff Michels) also voted to accept and promote the Agreement. Comments from Team Members and E-Board members are available on-line at [www.ufcccd.org](http://www.ufcccd.org) under "Negotiations."

## UF and CCCCD Reps Meet to Calculate Salary Increase

It is frustrating that faculty still don't know what their raise will be for 08/09, but the State Budget is finally complete, so work has at last begun calculating this year's formula-based salary increase. The formula will take into account state COLA (funded in the State Budget at 0.68%); growth and the "cost of growth"; increased non-resident fees; efficiency gains; increased health-care costs; savings from retirements; and other factors. Once the District and UF have confirmed the calculations, the salary increase (plus the additional 2% from the current agreement, assuming it is ratified) will go into effect retroactive to July 1, 2008. We should know the number by the end of October, and we

should see the raise (including a one-time payment to cover the retroactive part) in our December paychecks, if not sooner. We are ratifying the current agreement, even without knowing yet what our raise will be, because this year's raise (except for the added 2%) was part of last year's agreement. But the UF feels confident at this point that we're making progress towards raising our salaries back to the top third the Bay 10. If the formula produces the same sort of raise as last year (COLA plus 2.5%), as we hoped when we designed it, and then we add in another 2%, the result will be a solid step up considering that most districts will likely see no salary increase this year.

### New Look for *Table Talk* and UF Website

This new design for *Table Talk* is still a work in progress, but since the new format saves the UF more than \$500 an issue, we thought we'd try it on for size as soon as possible. Eventually, our more compact format will mean we'll rely a bit more on our website, but the new site is still a few weeks away. In addition to an expanded on-line version of *Table Talk*, we're also creating a blog designed to provide members with both a searchable database of information and a new way to weigh in on important topics. The blog will work like this:

- UF leadership, E-Board members and others will create "posts" on topics of interest: clarifying contract issues, answering common questions, raising issues for discussion.
- UF members will then be able to read and publish comments on each topic.
- Members will also be able to search posts by keyword, so that if someone has a question about sick leave, for example, he or she will be able to search the UF blog for previous discussions.

Our plan is to have our committee chairs and subject-area specialists post regularly, so that over time, we will build up a substantial searchable database. If you have comments or suggestions for the new web site or for *Table Talk*, please contact UF Communications Director Lee Montgomery at [lee@undemocratic.us](mailto:lee@undemocratic.us).

### Nominations Open for UF President and E-Board Spots

UF President Jeffrey Michels will complete his first two-year term in December of 2008, and the UF is now accepting nominations for candidates to this office. Jeff has announced that he will seek a second term, but any UF member may also elect to run for UF president. The new term will begin on January 1, 2009.

There are also positions open for E-Board representatives from all three campuses. Although several spots have been filled by appointment as they have become vacant, the following E-Board members will stand for election if more candidates from their colleges come forward and submit nomination forms: Milton Clarke (LMC), Emmanuel Akanyirige (DVC), Katrina Keating (DVC), Jesse Lovell (DVC), Steve Padover (DVC). Our only open part-time position is from CCC.

A nomination form has been printed on the back of this issue of *Table Talk*. To submit your name for either an E-Board position or to run for UF President, you must collect signatures from 10 fellow UF members and submit the completed form before noon on Monday, October 20.

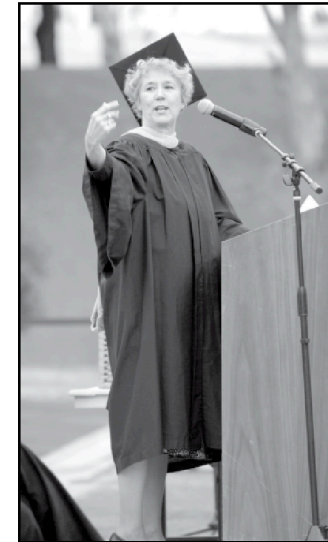
If there are contested E-Board positions or multiple candidates for the office of President, we will hold elections during the first two weeks of November.

Other upcoming UF elections will include Vice-presidential appointments (which will need to be confirmed by vote once the Presidential position is decided), and our 2008-2009 UF Budget, which will be presented to the membership in November. The new budget proposal will also include a provision for restructuring UF dues, which the E-Board is still discussing.

### Returning Jo Ann Cookman to CCCCD's Governing Board

Having voted previously to endorse Jo Ann Cookman for reelection to CCCCD's Governing Board, the E-Board voted last week to devote the lion's share of our annual PAC revenues to helping Jo Ann's campaign. She faces opposition, as we reported earlier, from former Board member Jess Reyes, whom the UF campaigned to unseat four years ago.

Jo Ann has also been endorsed by Local One and by ASU LMC, not to mention a long list of community leaders and organizations. There is more information available at her campaign web site: [www.joanncookman.com](http://www.joanncookman.com).



Although Jo Ann has broad support throughout the District, Governing Board elections are difficult to predict since few voters really know the candidates. And for this reason, the UF is seeking to do all that we can to increase awareness and build name recognition for Jo Ann. In addition to contributing PAC money to Jo Ann's campaign (to be used for printing signs, for placing Jo Ann's name on "slates" that are mailed to voters in both English and Spanish, for mailing a letter to likely voters, and for buying space on a billboard overlooking Highway 4), the UF will also arrange some phone banking and precinct walking during the month of October.

For more information about the campaign or to sign up to help, please email Jeff at [ufjeffmichels@gmail.com](mailto:ufjeffmichels@gmail.com).

### UF Endorses Tomi Van de Brooke for Governing Board

The UF E-Board has also voted unanimously to endorse Tomi Van de Brooke, current CCCCD Board President, who is running unopposed for a second term representing Ward 2 (Canyon, Crockett, Hercules, Kensington, Lafayette, Moraga, Orinda, Pinole, Port Costa, Rodeo, and western Pleasant Hill).

### Thanks to Reed Rawlinson and Andrea Gonzalez-Lewis

These two HR wizards worked tirelessly to bring Delta Dental to our part-timers. And the program is a huge success so far! Coverage began 10/1. No cards needed; just tell your dentist you have Delta.

### Get-Out-the-Vote Events Planned on All Three Campuses

The Faculty Association of California Community Colleges (FACCC) and the UF will cosponsor rallies at all three colleges in October to get out the vote and bring together community leaders, faculty, staff, managers and students. We're inviting local politicians, and we're planning to have live music, barbecues, and fabulous surprises.

The dates for the free events are as follows:

- CCC, Thurs., October 30, 11am, Quad, (Part of the "Fall Festival")
- LMC, Tues., October 28, 12noon, New Quad
- DVC, Wed., October 29, 12noon, Lower Quad (by the Norseman)

Faculty (as well as students, staff and managers) are welcome and encouraged to participate, speak, perform, or contribute to planning. To get involved, email Jeff at [ufjeffmichels@gmail.com](mailto:ufjeffmichels@gmail.com).

### 60% Law Changed to 67% Law -- Effective This Spring

California Education Code has changed, effective 1/09, as per the Governor's signature in August, so that all part-time faculty may now regularly teach up to 67% of full-time load. This is good news for those adjunct faculty who teach a 5-hour class (like foreign language) that loads at 33%. Since the new Agreement changes our contract as well, schedulers should plan to use the new 67% cap for this spring.

### Know Your Contract: Peer Evaluations for Part-Timers

The staffing preference rules have made part-time evaluations particularly important, so it is crucial that both part-timers and the full-timers who conduct their evaluations understand the process and follow the correct procedures. One key part-timer right is the right to request a second evaluator. The new UF Agreement mandates at least two evaluators in semester 7, since this is the key semester for newer part-timers who will be up for staffing preference. But we did not mandate a second evaluator later in the part-timer's career. Those with staffing preference must be evaluated every three years, according to the contract. And one must re-qualify with each new evaluation. So it may be in the part-timer's best interest to request a second evaluator. Receiving top scores from two collaborating evaluators may seem more difficult, but the second evaluator does tend to keep personality or style conflicts out of the equation. The choice belongs to the part-timer! If you have questions, please contact the UF at [uf@ufcccd.org](mailto:uf@ufcccd.org).

### Benefits Tips: Chiropractic Care

Chiropractic care is a District benefit available to full-time faculty through the American Specialty Health Plans of California (ASH). To locate information about chiropractic care, go to the District website: [www.4cd.net](http://www.4cd.net). Next, click on "District Office." Then click on "Human Resources" and then "Benefits" and finally scroll to "Chiropractic Care." Faculty are covered for up to 30 visits to a chiropractor each year, with a \$15 copay. We are also eligible for discounts on acupuncture and massage therapy services by ASH providers. The discounts range from 50% off of the first visit to 30% off for all additional visits. However, the number of providers may be limited. To contact UF Benefits Chair, Stuart Lichter, email [slichter46@yahoo.com](mailto:slichter46@yahoo.com).