

## President's Message

I know we're all nervous about finances these days, and I know we all see lots of ways the Union could improve. We still have big debates on the horizon: over the structure of the E-Board, over part-timer/full-timer relations, over pay parity and lecture/lab equity, over affiliation, and over key issues like evaluations, distance education, even political action. But as we pick our battles and strive for better working conditions and salaries, one thing stands out to me as indisputable: we need the UF to be financially stable in order to meet the challenges ahead. We're not stable now. Our reserves are inadequate, and the Union hasn't had a cost of living increase in more than a decade. We've continued to cut spending, and we've caught a few lucky breaks. But it's simply not prudent to go on as we have been.

Our proposal is not a major dues increase. Some faculty towards the top of the salary schedule will pay an extra 5-10 dollars a month (in pre-tax dollars). Many faculty who earn less will see their dues go down. But the added gross revenue will allow us to build the reserves we need and to make choices down the road based on how we can be most effective for our members. And like so many unions that have switched from flat dues to a percentage, we'll build in a COLA for the union that will keep us effective even if costs rise. Please vote to support this plan.

## New Rules for Hours by Arrangement

On Oct. 1, 2008, the CA Community Colleges System Office issued a 10-page "legal advisory" listing requirements for "Hours by Arrangement." Since failure to follow these guidelines could affect our funding, the District has asked each college to bring our classes and labs in compliance as quickly as possible. Only those classes with "TBA" hours or hours by arrangement are affected, but these include Math and English labs, performance classes like Music and Drama, and others. In all cases where changes are needed, there are a range of options, and decisions should be made at the department level in dialogue with division deans. The UF has been working with the College Vice Presidents to interpret the advisory and ensure that changes are made in a collaborative process. If your department or program is affected and you have questions, please call or email Jeff (ufjeffmichels@gmail.com).

## E-Board Votes to Rotate Meeting Locations

In an effort to encourage participation at all our campuses, and so that E-Board members will become more familiar with the District as a whole, the UF's Executive Board has voted to rotate meeting locations for the spring. We will alternate between meeting at DVC and meeting at CCC and LMC. The rooms still need to be arranged, and we may yet decide to alter our usual 2:15pm starting time, but we want faculty to know that E-Board meetings are open to all UF members. The meeting schedule is listed below. Look for more details in the spring.

Meeting Date	Location
1/29/09	DVC
2/12/09	LMC
2/26/09	DVC
3/12/09	CCC
3/26/09	DVC
4/9/09	LMC
4/23/09	DVC
5/7/09	CCC
5/21/09	DVC

### United Faculty Executive Board Members

<u>Contra Costa College</u> Vern Cromartie Stuart Lichter Jeffrey Michels (Pres.) Rudy Zeller (Vice Pres.)	<u>Los Medanos College</u> Nancy Bachmann Casy Cann-Figel (P-T Rep) Milton Clarke Michael Zilber (Vice Pres.)
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<u>Diablo Valley College</u> Emmanuel Akanyirige (Treasurer) Glenn Appell (Vice Pres.) Deborah Dahl-Shanks (Part-Time Rep) Katrina Keating Donna Wapner (Faculty Advocate)	Jesse Lovell Steve Padover Mary Ulrich Bruce Koller
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## Jeffrey Michels Confirmed for New Term as UF President

Having called for nominations and received none, the UF Executive Board voted unanimously on 10/23/08 to confirm Jeffrey Michels as UF President for a second term beginning on 1/1/09. All E-Board members whose terms were expiring were likewise confirmed for new terms. There were no spots for which we had multiple candidates. We still have openings for a full-time rep. from LMC and a part-time rep. from CCC. Interested? Please tell Jeff.

## Re-Appointed UF VPs Must Be Confirmed By Members

Rudy Zeller (CCC), Glenn Appell (DVC), and Michael Zilber (LMC) have all been reappointed by Jeffrey Michels as vice presidents. As per the UF Constitution, they must be confirmed by a vote of members on their campuses. We have added this vote to the budget ballot now in faculty mailboxes.

## Jess Reyes Unseats Jo Ann Cookman as Ward 5 Trustee

By a vote of 32,032 to 25,292, former CCCCD Governing Board member Jess Reyes defeated Jo Ann Cookman on November 4; his term on the Board as Ward 5 Trustee will begin in December. Jeff Michels recently published a lengthy narrative on the UF listserv discussing the election, and the E-Board is planning a detailed review of our PAC, its goals and practices. Any member not on the listserv who would like to read Michels' report should email Jeff at ufjeffmichels@gmail.com.

Michels presented a small gift to Jo Ann Cookman on behalf of the faculty at her final Governing Board meeting, and he thanked her for the role she has played in our district's recovery. He also called Jess Reyes to congratulate him and communicate the UF's desire to establish a good working relationship, and with LMC Vice President Michael Zilber, he will be meeting with Reyes next week for the first time.

## UF Calls for New Protocol for District Investigations

If a District lawyer ever contacts you as part of an official investigation, you have the right to have a UF representative with you when you answer questions. But according to the District's law firm, they are not required to inform faculty of this right, so they often don't. And recently several faculty have felt bullied and intimidated by aggressive questioning where the faculty member wasn't sure why the questions were being asked or what his or her rights were. We'll be writing more about this in the next issue of *Table Talk*, but we've also called for a new written protocol to govern District investigations. We have heard faculty concerns about almost every stage of this process, from how and why investigations begin to how and when they're concluded. And we think it's time for some contract language to protect faculty and guarantee fair and respectful treatment.

This will be high on the UF's priority list until the problem is solved. For now, if you do get a call from a District lawyer (which doesn't happen often, of course, but a bit more than we think it should these days), tell them you'll be happy to cooperate after you check with the Union, and then call the UF.

## District Box 2A Yields 7 New Full-Time Faculty Positions

Despite the budget crunch and the money allocated to salary this year, the District has announced that we can afford seven new full-time positions, in addition to replacing retirees. Six of the positions will go to LMC (because their full-time/part-time ratio is lowest in the District), and one will go to DVC. Although our needs are certainly greater than this, the UF appreciates the efforts of Chancellor Benjamin and Vice Chancellor Murillo to find money for new hires this year, and we know they share our commitment to improving our full-time/part-time ratios going forward.



# Table Talk

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

November 25, 2008

## News at a Glance

- UF/District Complete Salary Calculations: COLA+3.57%
- UF Proposes Restructuring Dues to Percentage of Salaries
- Vote Begins Today on 2008/2009 UF Budget and Dues Plan
- Jeff Michels Confirmed for New 2-Year Term as UF President
- Jess Reyes Unseats Jo Ann Cookman as Ward 5 Trustee
- UF Calls for New Protocol for District Legal Investigations
- Box 2A Yields 7 New Full-Time Positions for 2009/2010
- State Chancellor's Office Changes Hours-By-Arrangement Rules
- UF E-Board Votes to Rotate Meeting Spots to Include CCC, LMC

## 2007/2008 Salary-Formula Calculations Complete

It's not a simple story, but here's the bottom line: all faculty will get a 3.57% raise in their January 1 and January 10 paychecks. The raise is retroactive to July 1, 2008, but it will take the District another month to pay the retroactive dollars; they are aiming for the January 31 (full-time A load) and February 10 (part-time and AC load) paychecks.

If there is still COLA in the 2007/2008 State budget on March 1, 2009, faculty will get another salary increase worth 88% of the District's total COLA. Right now, COLA is at 0.68%. If the Legislature has not rescinded that by March 1, faculty will get an additional 0.88% salary increase. (0.68% of the District's total apportionment is a little more than 1 million dollars, which yields the 0.88% raise.) If COLA has been taken away by March 1, as the Governor has proposed, then there will be no additional salary increase.

So it will be 3.57% or 4.45% when all is said and done, depending on COLA. (Plus, of course, the District is covering the 9.9% increase in health insurance costs -- ours was a "total compensation" formula.) This includes the 2% added to the formula from this year's Agreement. And our rough estimate, based on data that Santa Rosa Junior College collects every year, is that this will raise our full-time salaries to 6th or 7th in the Bay 10 -- not where we want to be, but better than 9th or 10th where we were two years ago. We're still working on the part-time comparison, but we know we've made progress there too.

Both sides agreed that except for COLA, no change in the State or District budget will further affect this year's salaries. The UF team also agreed with the District, after much discussion and careful review of budget projections, that this increase is sustainable; it should not necessitate layoffs or take-backs down the road. It is true that most other Districts will not be giving raises during this difficult year, but faculty should note that we are still recovering (as we have been every year since Chancellor Benjamin took over) from years of mismanagement and misallocation of resources.

## UF Proposes Shifting to Dues as Percentage of Salary

After much discussion, the UF Executive Board has voted (with one “no” vote and one abstention) to recommend to the membership a shift in our dues structure from a flat fee to a percentage of salary. In doing so, we hope to solve two problems. First, the UF has not raised dues in a dozen years, but our expenses, like the cost of living, have steadily increased. Years of deficit spending has reduced our reserves below what most faculty unions consider prudent. So one aim in proposing this shift is to increase revenues enough to rebuild our reserves over the next several years. Second, since costs are likely to continue increasing, especially salary costs, which are our main expense, we hope by linking union revenues to the salary schedule to avoid future shortfalls or the need for future dues increases. Assuming that salaries keep up with COLA, union revenues will too. Thus this proposal, if approved, should stabilize the UF’s finances going forward.

We have tried in this proposal to avoid raising any member’s dues too significantly. (In fact, many members will see their dues decrease as a result of this shift.) We have not addressed some basic inequities in our structure: that full-timers bear a disproportionate financial burden in supporting the union; or that part-timers may be under-represented on our Executive Board. We have not proposed new spending, even though we’re clearly under-staffed in some areas. Those discussions will come later; for now, our goals are modest. We want to rebuild our reserves and stabilize UF finances for the future. And we hope our members will consider this proposal in that context, separate from other priorities, which will be part of future debates.

## The New Dues Plan

Currently, full-time faculty pay \$36 a month to the Union over 12 months. This includes \$33.50 in dues, and \$2.50 to the Political Action Committee (PAC). Part-time faculty pay \$6.00 a month, of which \$5.58 is dues, and \$0.42 goes to the PAC. Non-members pay an Agency Fee equal to the dues but do not pay into the PAC.

Our plan is to leave the PAC contribution as a flat fee with no changes. But the dues will shift from a flat fee to a percentage of gross salary. Full-timers will pay 0.55% of their A load, and 0.35% of any AC earnings. Part-timers will pay 0.35% of gross salary.

This will generate about \$54,000 a year in additional revenues for the UF, enough to budget more realistically for negotiations and grievances (the areas that have pushed us over budget consistently in years past) and to rebuild our reserves over the next three years. Once the reserves are healthy, we may want to consider reducing dues. Or we may want to discuss a contract membership with FACCC, an Executive Director, or any of the ideas that have surfaced in the last decade to make the UF more effective. For now, we’ll have fixed our broken financial structure, and the UF will still be one of the best deals around, with substantially lower dues than most, including our district’s classified union, Local 1, which charges 1% of salary.

## Dues Charged by Other Faculty Unions

Our Office Administrator, Terri Adame, compared our .55%/.35% dues proposal to other faculty union dues in the Bay Area and around the State. Here’s what she had found as of press-time:

District	Full-Time Dues	Part-Time Dues
Los Rios -Sacramento (CFT)	10 mo. \$116.03	\$32.81
Chabot-Las Positas (CCCI)	12 mo. \$96.09	\$16.41 temp.
City College SF (CFT)	\$39.00	\$10.00
West Valley / Mission (CTA)	1.19% of gross	1.19% of gross
San Jose / Evergreen (CFT)	1% of base salary	\$20/semester
Peralta (CFT)	1.3% of gross	1.3% of gross
Foothill / DeAnza (CCCI)	1.469% of gross	\$28.04 / member
San Mateo (CFT)	0.6% of gross	0.45% of gross
Ohlone / Fremont (CCCI)	1.2% of gross	1.2% of gross
Los Angeles (CFT)	10 mo. / \$18 month	\$1 / month
	1.4% of gross	1.4% of gross

## What the Dues Plan Would Mean for You

The charts below should allow you to estimate what your own dues would be under the new system, but because the District’s printed salary schedules use rounded numbers, our charts are not 100% exact.

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
	BA	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90 MA + 60
1	\$25.22	\$26.34	\$27.51	\$28.63	\$29.79	\$30.91	\$32.08
2	\$25.22	\$26.34	\$27.51	\$28.63	\$29.79	\$30.91	\$32.08
3	\$25.22	\$26.34	\$27.51	\$28.63	\$29.79	\$30.91	\$32.08
4	\$26.34	\$27.51	\$28.63	\$29.79	\$30.91	\$32.08	\$32.17
5	\$27.51	\$28.63	\$29.79	\$30.91	\$32.08	\$32.17	\$34.38
6	\$28.63	\$29.79	\$30.91	\$32.08	\$32.17	\$34.38	\$35.28
7	\$29.79	\$30.91	\$32.08	\$32.17	\$34.38	\$35.28	\$36.68
8	\$30.91	\$32.08	\$32.17	\$34.38	\$35.28	\$36.68	\$37.82
9	\$32.08	\$32.17	\$34.38	\$35.28	\$36.68	\$37.82	\$38.99
10		\$34.38	\$35.28	\$36.68	\$37.82	\$38.99	\$40.14
11			\$36.68	\$37.82	\$38.99	\$40.14	\$41.25
12				\$38.99	\$40.14	\$41.25	\$42.40
13					\$41.25	\$42.40	\$43.58
14					\$41.25	\$42.40	\$43.58
15					\$41.25	\$42.40	\$43.58
16					\$42.40	\$43.58	\$44.68
17					\$42.40	\$43.58	\$44.68
18					\$42.40	\$43.58	\$44.68
19					\$43.58	\$44.68	\$45.85
20					\$43.58	\$44.68	\$45.85
21					\$43.58	\$44.68	\$45.85
22					\$44.68	\$45.85	\$47.02

Dues of .55% plus \$2.50 to the PAC.

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
	BA	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90 MA + 60
1	\$2.95	\$3.06	\$3.16	\$3.26	\$3.36	\$3.47	\$3.57
2	\$2.95	\$3.06	\$3.16	\$3.26	\$3.36	\$3.47	\$3.57
3	\$2.95	\$3.06	\$3.16	\$3.26	\$3.36	\$3.47	\$3.57
4	\$3.06	\$3.16	\$3.26	\$3.36	\$3.47	\$3.57	\$3.67
5	\$3.16	\$3.26	\$3.36	\$3.47	\$3.57	\$3.67	\$3.78
6	\$3.26	\$3.36	\$3.47	\$3.57	\$3.67	\$3.78	\$3.88
7	\$3.36	\$3.47	\$3.57	\$3.67	\$3.78	\$3.88	\$3.98
8	\$3.47	\$3.57	\$3.67	\$3.78	\$3.88	\$3.98	\$4.08
9	\$3.57	\$3.67	\$3.78	\$3.88	\$3.98	\$4.08	\$4.19
10		\$3.78	\$3.88	\$3.98	\$4.08	\$4.19	\$4.29
11			\$3.98	\$4.08	\$4.19	\$4.29	\$4.39
12				\$4.19	\$4.29	\$4.39	\$4.49
13					\$4.39	\$4.49	\$4.60
14					\$4.39	\$4.49	\$4.60
15					\$4.39	\$4.49	\$4.60
16					\$4.49	\$4.60	\$4.70
17					\$4.49	\$4.60	\$4.70
18					\$4.49	\$4.60	\$4.70
19					\$4.60	\$4.70	\$4.80
20					\$4.60	\$4.70	\$4.80
21					\$4.60	\$4.70	\$4.80
22					\$4.70	\$4.80	\$4.90

Dues at .35% plus \$.42 to the PAC. Office hours and parity are estimated together at 25%. Summer will be different, since hourly is paid in five payments during fall and spring but in three payments during the summer.

Bigger charts are under “Recent News” at [www.ufcccd.org](http://www.ufcccd.org).

## Why Build the Reserves?

Unions tend to be a bit secretive about their reserves, but when Jeff convinced CCCI members last year to share their numbers, he discovered that nearly all of them had substantially more in the bank than the UF. And all seemed to agree that reserves provide crucial flexibility in difficult times. One can never be sure when a grievance might lead to arbitration or when negotiations might suddenly spiral towards impasse, and lawyers and experts are expensive. It’s not that we’re building a strike fund; none of the faculty unions, including the big ones, have big enough reserves to cover salaries during a strike. But we need the ability to file suit if need be, to hire consultants if we need them, even if it means going over budget. We need to make sure

that our tool box is full and that we’re ready for whatever comes. Last year, due to some miscalculations related to the transition from one office administrator to the next, we nearly went \$40,000 over budget. With the current state of our reserves, this would have been a genuine financial crisis. Fortunately, we were able to renegotiate our release-time debt to the District for one year only, and this kept us in the black. But we can’t afford to operate with such tight margins, especially considering how unpredictable expenses can be in negotiations.

## A Dissenting Opinion

Although only one member of our Executive Board voted against the new dues plan, the Board felt it important to include his voice in this presentation. Professor J. Vern Cromartie (CCC) writes:

As a member of the Executive Board of the United Faculty (hereafter OUR UF), I urge you to vote no on the proposed perpetual dues increase because it gives the Executive Board of OUR UF a PERMANENT blank check to raid your wallet or purse. The fine print of the proposed perpetual dues increase allows the Executive Board of OUR UF to raise your dues every time you get a step increase or teach overload without ever having to come back to you for another vote. Basically, the Executive Board of OUR UF is asking you to vote to give up almost one-fourth of your upcoming pay raise (3.57%) forever. Instead of the fixed rate you now pay (\$36 per month), the Executive Board of OUR UF wants .55% of all money you earn each month on a PERPETUAL and PERMANENT basis. A substantial number of OUR UF members will see a large dues increase.

There is no need for a dues increase. It is time for the Executive Board of OUR UF to show some financial accountability to the rank and file of OUR UF by operating within the current budget, which is more than a quarter of a million dollars (\$255,900). Whereas the Contra Costa Community College District (hereafter the District) reportedly has a reserve fund totaling 15%, the reserve fund of OUR UF is a whopping 30%. Furthermore, we already have a process in place wherein those who want to pay more can do that on a voluntary basis. For those who want a dues increase, let them do so on a voluntary basis! At one point, the District had a Chancellor named Chuck Spence who allowed the District to go on a spending spree because it had the power to do so. If you want to see OUR UF go through a Spencerization process in the form of a spending spree, vote yes. If you want to stop the Spencerization process of OUR UF, vote no while you have a chance!

## Ballots on Budget and Dues in Mailboxes Now

The proposed UF Budget is printed on the back of the ballot. These are due back in the UF Office by Dec 11 at 12noon. You may also phone or email your vote to Terri, as explained on the ballot. Since the budget was built based on the hope and expectation that our members would approve the new dues structure, we are asking faculty to approve the budget and dues shift together. If faculty vote no, we will revise the budget and resubmit it for a vote in January. Our fiscal year began in November of 2008, and while it is not usual for the UF to be approving a budget retroactively, the E-Board is working on creating a new budget protocol that will improve this time line in the future. Your questions and suggestions are always welcome.