

PCC FACULTY ASSOCIATION NEWSLETTER

APRIL 2013

In This Issue

Intro	1
FA Response to District	2
Calendar Statement	4
Lana Fields	5
Part Time News	6
Odds & Ends	8

Contact

PCC Faculty Association
1570 E. Colorado Blvd. CC-204
Pasadena, CA 91106
(626) 585-7261
facultyassociation@gmail.com
www.pccfacultyassociation.org

PCC Faculty Standing Up!

The cancellation of Winter Intersession in August of 2012 is a seminal moment in Pasadena City College history, for it epitomized two years worth of administrative mismanagement, dismantled shared governance, and disregard for student, staff, and faculty voices. But rather than passively accept an undemocratic decision-making process, the PCC community has risen up in a groundswell of unprecedented student and faculty activism that continues to serve as an inspiration to college institutions throughout the state.

Unfortunately, recent comments by the administration and Board of the Trustees have sought to reframe the courageous actions taken by students and faculty as either having materialized out of nowhere or simply as a labor negotiations tactic. However, to the actively engaged PCC community, such actions are not only a natural and necessary response to unjust learning and working conditions, but are also part of an ever-evolving culture of campus activism.

Back in October 2012, the Faculty Association conducted a survey on how faculty wanted to respond to the violation of shared governance at the college. The results yielded a staggering 80% disapproval rating for President Mark Rocha. While some may have been skeptical of the FA's results, the Academic Senate survey that followed in November, similarly revealed that 76% of polled faculty disapproved of the process that led to the

cancellation of Winter 2013. These surveys' results and their respective comments served not only as a window into the widespread and, at the time unspoken, dissatisfaction that many faculty had been experiencing, but also represented the seeds for future faculty activism. (Survey results and comments are available at www.pccfacultyassociation.org)

These seeds certainly came to fruition this Spring 2013. The first week began with a spirited rally and community outreach along Colorado Blvd., attended by equally robust numbers of students and faculty. This action gave faculty a much needed opportunity to flex its activist muscle, but more importantly, it provided a forum of free expression that dispelled feelings of fear, helplessness, and apathy that had been permeating the campus.

This semester has also seen scores of faculty who have answered the call to defend shared governance and uphold pedagogical responsibilities in the Academic Senate, Calendar Standing Committee, and other bodies. In the particular case of the Calendar Committee, despite the obstructionism of committee co-chair, Vice-President Bob Bell, committee members continued to meet and bravely approved an academic calendar configuration with a Winter Intersession.

In late February, for the first time in college history, the Associated Students passed resolutions of censure and no confidence

Continued on Page 8

“Blue skies for at least the next five years.”
- Mark Rocha





Summary of Bargaining Process and Major Sticking Points with District's Last, Best, and Final Offer - PCCFA Meeting March 21, 2013

Public Employment Relations Board (PERB): Unfair Labor Practice:

(Cancellation of Winter without Negotiation)
Hearing: 3/12/2013 – Claim was set for hearing July 8 – 10, 2013

PERB: Impasse:

- FA filed based on Calendar
- District filed based on all other issues
- Both filings were merged – 3rd Mediation session was March 13, 2013
- Claim was certified to Fact Finding March 18, 2013

District's Last, Best, and Final (LBF) Offer – Emailed to FA Monday, March 19, 2013 at 1:05 PM

- Presented to Academic Senate by Dr. Rocha less than two hours later

Faculty Association's Last Counter-Offer to administration at end of mediation 3/13/2013 (please see full document at <http://www.pccfacultyassociation.org>)

PCC's Budgetary Situation Post Proposition 30:

- PCC is in best financial situation in a decade!
- PCC will receive an additional \$6.7 Million – Bringing PCC's 2012-13 Total Revenues to @ \$117 Million just slightly below PCC's revenues at its peak (\$121 Million)
- PCC is in the middle of replacing its Administrative Information System (AIS) at a cost of @ \$14 Million over the next 5 years (BOT Packet 7/18/2012 p. 50) without touching its \$20.7 Million reserves. (In fact there has been discussion in BRAC of increasing the reserves to \$25 - \$30 Mill)
- Dr. Rocha is the highest paid (\$235,000) college president in the local area. (Pasadena Star News Oct. 6, 2012)
 1. 7/1/2012 received \$5,000 raise = \$235,000 Salary
 2. 7/1/2013 will receive \$7,500 raise
 3. 7/1/2014 will receive \$10,000 raise
 4. 7/1/2015 will receive \$12,500 raise
 5. Current severance pay = 18 months pay and benefits (@ \$380,000)
- Dr. Rocha says, "Blue skies for at least the next five years."

Major Disagreements: Why we can't come to an agreement with the administration

Their LBF offer is:

A. Pedagogically Unsound – Diminishes the quality of education we provide our students

B. Would Undermine All Faculty and the Shared Governance Process at PCC

1. The FA has never opposed any shared governance action/decision.

C. Would Undermine Our Colleagues in the Academic Senate

- a. The Academic Senate intends to reaffirm the C & I approved 2012 NCNs within the next month by voting to approve them.

D. Would Undermine PCC's Efforts to Improve Retention and Success

E. Pay Raise turns out to be a Pay Cut

Further Issues with LBF

A. Increase in average class size of 20% over 82/83 Normal Closing Numbers (NCN)

1. Direct disregard for year long shared governance process agreed to by Administration, Faculty Association, and Academic Senate to establish pedagogically appropriate NCNs for all classes
2. Process in which the Administration was not only present but participated and approved
3. Process which culminated in the new 2012 NCNs were approved by the C & I and implemented by the Administration in Fall 2012
4. Understand that "average" means because many classes are limited due to classroom capacity or lab stations that some classes will be increased much greater than 20%
5. Understand that 20% over 82/83 NCNs means the increase over the 2012 NCNs will be even greater because the 82/83 NCNs are generally higher than the 2012 NCNs
6. Effect of 20% Increase in Average Class Size over 1982/83

NCNs (See Charts Below)

- a. 28% - 140% OVER 2012 C & I approved pedagogically appropriate NCNs
- b. Almost all classes = 10+ students OVER 2012 pedagogical recommendation by C & I

7. Julie Kiotas Retention and Success Presentation/Data

B. Elimination of the Winter Intersession

- 1. Direct disregard for year-long (2011-2012) shared governance process in which the Standing Calendar Committee voted for a calendar that included a Winter Intersession for 2012-13; this recommendation was approved by the Academic Senate, it was approved by the College Council, it was recommended by this administration to the BOT, and approved by the BOT on May 2, 2012.
- 2. Direct disregard for the current shared governance process in which the current Standing Calendar Committees voted on March 12, 2013 to recommend a calendar that includes a Winter Intersession.
- 3. Direct opposition to PCC IPRO statistics indicate that student retention and success has actually increased since the inception of the Winter Intersession in 2004 (See Chart)
- 4. We are only community college in area that had a Winter Intersession and has eliminated it (See Chart)
 - a. Causing great hardship for part-time faculty trying to work at multiple colleges
 - b. Causing great difficulty for students trying to take classes at multiple colleges

C. District to Keep 50% of Faculty COLA (Cost Of Living Adjustment)

- 1. PCC gets COLA for almost all budget areas
 - a. If the college's budget were \$110 Million
 - i. 1 % COLA would mean @ 1.1 Million
 - (1). Faculty salaries are @ \$50 Million so @ \$500,000 should be allocated to faculty salaries
 - (2). Under this plan only \$250,000 of the \$500,000 intended for faculty to compensate for the increase in the Cost Of Living due to inflation will be allocated to faculty and the other \$250,000 will go to the college general fund.

(3). In this case it would be a .5% pay cut

- ii. 1.5 % COLA would mean @ 1.1 Million
 - (1). Faculty salaries are @ \$50 Million so @ \$750,000 should be allocated to faculty salaries
 - (2). Under this plan only \$375,000 of the \$750,000 intended for faculty to compensate for the increase in the Cost Of Living due to inflation would be allocated to faculty and the other \$375,000 would go to the college general fund.
 - (3). In this case it would be a .75% pay cut

b. In essence this is a pay cut of 50% of the state funded COLA AND

c. This would happen each time the state funds COLA!

2. This would mean that the college would receive 150% of COLA for all its budgetary needs but faculty would receive only 50% or 1/2 of what was deemed necessary just to keep up with the cost of living or inflation.

3. In addition, with this precedent the Administration would negotiate the same deal with all other bargaining units

D. Overload Pay Cuts Ranging from 10% - 21% even after "Pay Raise"

- 1. Step/Column A-1: 17% Pay Cut
- 2. Step/Column B-10: 10% Pay Cut
- 3. Step/Column C-15: 10% Pay Cut
- 4. Step/Column D-20: 10% Pay Cut
- 5. Step/Column E-25: 15% Pay Cut
- 6. Step/Column E-33: 21% Pay Cut

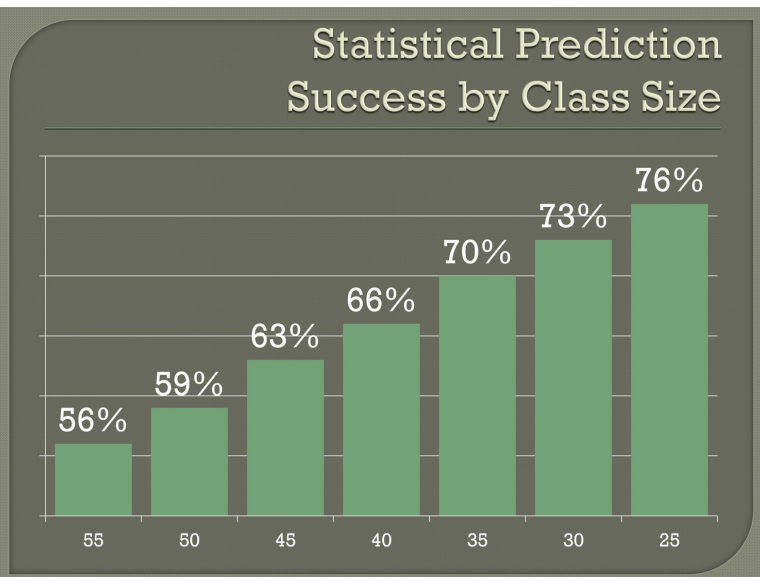
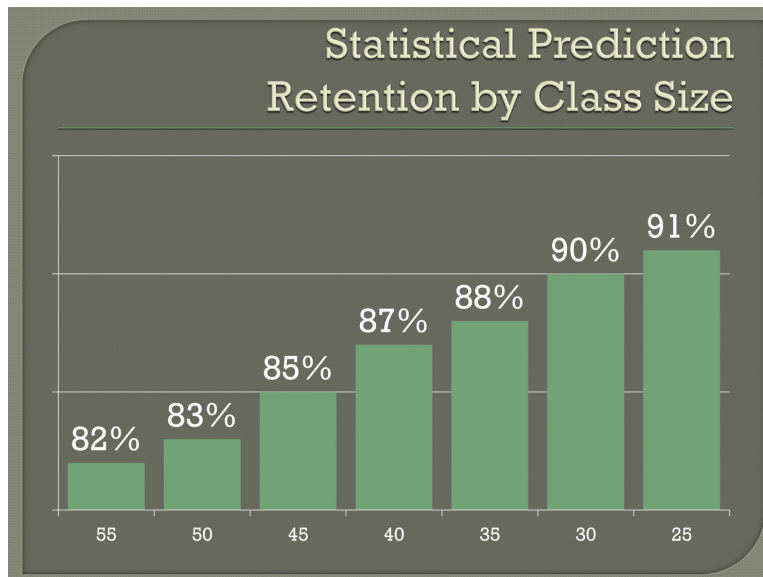
E. Contribution on Benefits

- 1. \$50/month = \$600/Yr. or 1% of \$60,000
- 2. Precedent setting – Slippery Slope
- 3. No rationale

F. Little movement toward parity for our Part-Time faculty

- 1. No seniority/hire back rights (No Cost)
- 2. No additional office hours
- 3. No movement towards benefits

Effect of 20% Increase in Average Class Size over 1982/1983 Normal Closing Numbers





Statement by Calendar Standing Committee Presented to the Board of Trustees on March 13, 2013

Last year the Calendar Standing Committee submitted to the Board of Trustees a calendar that had been approved by the Academic Senate, College Council, and the PCC Faculty Association. The Board approved this calendar and it was sent to the Chancellor's office.

In August, after this calendar was in place and in use, the Board imposed its own calendar without consultation of any shared governance committee in violation of AB 1725. Since that time the college, in particular its students, have been in scheduling turmoil.

In January the Calendar Committee resumed its regular monthly meeting schedule, after cancellations in the Fall. Normally we would be working on calendars for 2014-15 at this time. We are far behind schedule because of the Board's action.

Dr. Bell canceled our February meeting abruptly without consultation or consent from the co-Chair Krista Walter, and without explanation. When Dr. Walter met with Dr. Bell, he indicated that he cancelled the meeting because we were unable to complete the "urgent" task of approving the Board's 13-14 calendar due to the number of concerned public comments regarding the pedagogical and practical merits of Winter and the blatant violation of shared governance.

In other words, we couldn't meet to do our work because we hadn't done enough work.

The committee met despite the improper cancellation, held our regular meeting for discussion only, and voted to hold another special meeting to resume the tasks this committee is charged with. Dr. Bell was not present at either of these meetings.

The charge of the Calendar Standing Committee—our mission—is to recommend a calendar that supports "the pedagogical and operational needs of students, faculty, and staff within the framework of the negotiated agreements between the collective bargaining units and the District."

The committee is composed of representatives from all major constituencies on this campus. Our calendar is fully vetted through shared governance, which is the only process whereby

the pedagogical and operational needs of this institution can be determined and supported.

Last year the Board of Trustees dismissed the many hours of research, consultation, and consideration performed by this committee and all of the other constituencies that participated in this process. This year, Dr. Bell continues to violate the charge of the committee and ignore the shared governance process.

This past Monday Dr. Bell sent the calendar committee an email stating that the Board of Trustees "has acted and approved the Fall/Spring/Summer calendar for 2013-2014." The calendar committee would like to know when that occurred.

According to the minutes of the 8/29/12 BOT meeting, a tentative 2012-2013 calendar was approved. No minutes from any meeting since include anything about a 13-14 calendar. Perhaps this is because it is not and never has been the Board's purview or charge to determine the college's calendar. Dr. Bell, and perhaps others, seems to think otherwise.

Prop 30 has passed. We see "blue skies" in the future, according to Dr. Rocha. We are no longer in a real or imaginary fiscal crisis.

However, we are in a pedagogical and operational crisis here at this college, due at least in part to the mismanagement of the calendar. The current imposed calendar without Winter is not a calendar for student success.

Based on data received from IPRO for terms from Fall 1992 through summer 2012, average retention and success rates for Fall, Spring and Summer terms are all significantly higher since Winter 2004, the first year we scheduled a Winter session. The student population has been increasing, but if it were constant, this would represent about 5000 more students succeeding in their classes due to Winter. Also, on average, about 5000 more students actually enrolled in Winter and Summer sessions combined than enrolled in summer when there was no Winter.

Based on our charge, the Calendar Committee is recommending to the Board of Trustees that the configuration of the calendar for 2013-2014 include a Winter session.

PCC Success and Retention Rates (1992-2012)- Institutional and Planning and Research Office (IPRO)

	Fall		Spring		Summer		Winter	
	Retention	Success	Retention	Success	Retention	Success	Retention	Success
Years without winter	80%	66%	80%	66%	87%	76%		
Years with winter	85%	68%	84%	68%	90%	79%	90%	78%

Statement by Lana Fields

Presented to the Board of Trustees on March 13, 2013



**Lana Fields at the podium,
accompanied by FA Director, Julie Kiotas**

My name is Lana Fields.

I am a casualty of the lack of leadership and poor decision making plaguing Pasadena City College. I am a former faculty member of PCC. My nearly 24 year career ended in December of last year.

I have dedicated my entire career to Pasadena City College, student success, and the pursuit of academic excellence. I began my career at PCC in 1988 as a student worker in the President's Office working for Jack Scott. After transferring to USC and completing my Bachelor's degree, I returned to PCC as a classified employee in 1993.

Since that time, I have been an exceptional employee moving my way up the ranks and leaving each job better than it was when I began it. In addition I continued my own education by obtaining a Master's degree and I will be defending my dissertation this year resulting in a doctorate in Educational Leadership.

My last position at PCC was a faculty position; as the CalWORKs Coordinator. I maintained this position from 2001 until December 8, 2012. During the time I coordinated the CalWORKs Program, I built it into a model program recognized by the California Community College Chancellor's Office for six consecutive years. PCC's CalWORKs Program model was used to train other colleges throughout the state utilizing the best practices I refined and implemented at PCC. On behalf of the CCCCCO, I presented our best practices at the annual CalWORKs conference for countless years, in addition to sitting as a "best practices" expert on many panel discussions.

I also represented PCC at the CCCCCO in Sacramento in several capacities. I participated on the Chancellor's Budget Allocation Committee responsible for developing and implementing strategies to fund the CalWORKs Programs state-wide. At the Chancellor's Office request, I also represented PCC throughout the state by traveling to other colleges and evaluating their CalWORKs Programs, making recommendations for corrective action and program improvement. Furthermore, I Co-Chaired the CalWORKs State Advisory Committee on behalf of the CCCCCO as well.

My peers and colleagues elected me to represent the fourteen colleges from Region 7 at the CCCCCO in Sacramento. Likewise, I served as a Board member of the Los Angeles California

Community College CalWORKs Consortium (LAC-5) representing 22 colleges from the southern regions of the state (Colleges from regions 6, 7, 8).

I have served on numerous Advisory Committees, Accreditation Teams, Planning Teams, and Staff Development Committees, always representing PCC and myself in the absolute best positive light. In addition, I also served PCC by being the site supervisor of their multimillion dollar Community Education Center in the evenings and on Saturdays for seven years.

In September 2010 I was diagnosed with advanced stage breast cancer. In October 2010 I went on catastrophic leave. After 16 months of chemo and radiation and a surgery, I returned to work in January 2012 and endured 5 more months of chemo while working full time, completing my treatments in mid May 2012.

In July 2012, I was put on paid administrative leave pending an investigation of actions taken by an employee who worked in my department. That employee subsequently admitted to his misconduct in August and was allowed to resign from the college later in the fall. The employee in question lied claiming that I was involved in the misconduct as well. This employee's misconduct was without my knowledge, blessing, participation, or approval.

I have never had a negative finding or an audit exception, I have never had a negative performance evaluation, I have never had a memo of concern to my file, I have never had a reprimand, I have never, not one time in all the years that I have loyally served PCC been anything other than an exemplary employee.

As a result of a lie, after over 23 years of outstanding service to PCC, I was unjustly terminated in December with the claim that it is "more likely than not that I was involved in a conspiracy and that I am unethical, untrustworthy, and unfit for service." To add insult to injury, PCC has appealed my request for Unemployment benefits. It is my belief that I was targeted and fired so the college could replace me with someone with a lower salary level.

I have been treated like a criminal and it has been humiliating. The entire process has been demeaning and detrimental to my health and my well being. I am absolutely stunned that after my over two decades of dedicated service, I wasn't even given the common decency of being considered innocent until proven guilty, I was assumed guilty from day one and I have been treated less than human.

The pain that my family and I have suffered as a result of the assault on the quality of my character is one of the most painful things I have experienced in my entire life, second only to the pain from the chemo (and it is a close second at that).

I grew up at PCC, I raised my children here. PCC was my family and it is a sad state of affairs that the environment is now one of fear. Believe me; if this could happen to me, it could happen to any one of us. This is a horrible horrible ending to a long standing exceptional career at an institution that I dedicated my life to and was proud to be a part of and used to be proud to call my home.

PART TIME NEWS



Preston Rose
Vice-President &
Part-Time Faculty Liaison

The last three years have decimated part time faculty at PCC. From a high of almost 900 part time faculty in 2007, the working part time faculty at PCC has dwindled to approximately 650 survivors. Those of us who have not lost our jobs have seen our schedules reduced. And now, even with some small stability returning to the community colleges with the passage of Proposition 30 and the painfully slow recovery of California, part time faculty, especially here at Pasadena City College, remain vulnerable. Most troubling for PCC part time faculty is the continued lack of any job security for qualified adjuncts. Even as almost all colleges surrounding PCC (including the LACCD district's seven campuses, Glendale Community College, Mt. San Antonio College, and Santa Monica College) guarantee their part time faculty some job stability and rehire rights, PCC has done nothing to retain its adjunct faculty. PCC cannot hold on to its preeminent place among local community colleges and still treat its 650 remaining part time faculty with so much indifference. The Faculty Association's primary goal for PCC part time faculty is to secure meaningful rehire rights.

But part time faculty have to make a contribution to this effort as well, and such a contribution is easy and cost free. Part time faculty who are not members of the Faculty Association (FA) must fill out a membership form and submit it to the

FA immediately. Only enrolled members can vote for FA Board Members and, most importantly, only members can vote to ratify or reject any contract with the college. The Faculty Association is the only truly democratic institution on campus, and it is the only place where full and part time faculty have an equal voice. Part time faculty need to step forward and be prepared to cast a vote on contracts when issues that concern them are up for ratification. The power of numbers is on the part time faculty's side.

In addition, the controversial elimination of the Winter Intersession for 2013 put many PCC faculty in an impossible situation. Those who work at multiple colleges must choose between PCC and other colleges that retained the Winter Intersession calendar. Otherwise, may part time faculty would find themselves teaching classes at two campuses at the same time, and even part time faculty can't do that. Thus, a second goal of the FA is to find a way to resolve this conflict and leave part time faculty open to take classes at any campus without unnecessary conflicts.

The more the part time faculty is aware of their rights at PCC, the more they can improve their working conditions and make their job secure. Below are some of the most important issues that affect part time faculty.

FACULTY ASSOCIATION MEMBERSHIP

The Faculty Association of Pasadena City College (FAPCC) represents all full time and part time faculty, as well as counselors and librarians. PCC is an agency fee campus, which means that all faculty and other professionals in this group contribute to the FA through their regular wages earned in Spring and Fall Semesters. But, even though everyone pays dues and the FA represents everyone, only registered members can vote in FA elections and ratified new labor contracts. Thus, it is imperative that everyone fill out and return a Membership Form (available on-line or by calling the FA office at 626-585-7261).

The Faculty Association serves all faculty in the campus community in a variety of ways. Grievance officers, as well as Board members and staff, are available to discuss any problems that arise in the performance of a faculty member's official duties. The FA also monitors actions taken by the administration and

the PCC Board of Trustees that affect the faculty and the campus community. Finally, the FA supports the attendance of FA members to conferences and programs connected to faculty and teaching issues. We welcome any and all questions regarding our work for our constituency.

OFFICE HOURS

In the Fall of 2011, PCC began compensating part time faculty for 6 hours of office hours. The college requires that these hours be scheduled in increments of no less than 30 minutes per session. The time can be combined into 60 or 90 minute sessions. All part time faculty should include in their syllabus information about these office hours. The college has directed the divisions to make space available in the division's area for part time faculty to meet with their students. Those divisions that do not have adequate space for part time office hours will make alternate arrangements. Contact the Division Deans directly or call the Faculty Association for more information.

For part time faculty whose department does not have space for office hours, the college has designed two spaces for part time faculty to meet with their students. The available rooms are W101B and C417. Those rooms can be access with the same key used to open classrooms. If you do not have a key, request one from your department. These offices also have computers and printers for adjunct use. If you encounter any problems with the equipment, please let us know.

Payment for office hours will be divided equally over the five scheduled paychecks that a part time faculty member receives for teaching a class. Thus, the part time faculty member should see office hour compensation included in the September, October, November, December, and January paycheck.

DISTANCE LEARNING AND ON-LINE CLASSES

Some part time faculty are already teaching on-line classes and others are signing up for the @ One Project classes, the preliminary introduction to on-line teaching that is required by PCC before instructors can be assigned on-line classes. To find out more about these programs, visit the PCC Online Faculty Resources

page. PCC pays for faculty enrollment in the @ One Project classes. Contact the Distance Education Department for more information about signing up for on-line training.

On line teaching is new at PCC and the contract language regarding part time faculty compensation and working conditions have not been developed. The FA needs to hear from part time faculty about their experiences teaching on line so that differences in scheduling or work requirements can be covered by the new contract.

RETIREMENT

Retirement is often the thing part time faculty think the least about, yet not making the right choices early in a career can have significant effects many years hence. New and returning part time faculty members should take time to review their retirement options. PCC offers two options for Part Time Faculty: STRS, or the State Teacher's Retirement System (1-800-228-5453) and APPLE, or the Accumulation Program for Part-time and Limited-service Employees (1-800-634-1178).

STRS offers a Defined Benefit retirement program to which the employee contributes 8% of his or her salary and the college contributes 8.25% to the fund. Five years of credit are required to be vested in the program. A part time faculty member who is in STRS at two or more colleges during the year can often accumulate enough credits to gain a year of credit in a year. A Defined Benefit program offers a lifetime monthly payment upon retirement. STRS also offers a Cash Balance option for part time faculty that both the college and faculty member contribute 4%. Part time faculty are immediately vested in the program, but the Cash Balance program offers no guaranteed pension, only a cash payout of accumulated money upon retirement.

Part time faculty, as well as full time faculty, should be aware that beginning January 1, 2013, certain rules regarding STRS will change. For example, after January 1, 2013, part time and full time retirees can return to work as a part time instructor, but the new rules do not allow a retired faculty member (full or part time) to both working as a part time faculty member and collect a STRS pension payment for 180 days after retirement. If you wish to retire, but want to continue to teach, you should investigate your options very carefully before making any decision.

Another change in retirement policy allows STRS retirees to earn up to \$40,011 before their benefit would be reduced (after, of

course, "sitting out", for 180 days).

Any faculty member considering retiring should call STRS and schedule a counseling session where they can receive the most up-to-date information about their retirement options. STRS has an office in Glendale where all faculty can set up an appointment to review their retirement progress.

The APPLE program offers a retirement savings plan. The faculty member contributes 4% of his or her monthly salary, and the college matches the contribution. Vesting is immediate, but the program offers no annuity. The APPLE plan has restrictions and costs associated with accessing funds in the account. In addition, Part Faculty who contributed to the APPLE plan before 1998 may find that their account funds will not be available to them until they separate from the college or reach age 70. Anyone interested in this program should visit <http://www.keenan.com> to review the information on APPLE plans.

For more information about part time retirement options, please call us. We are not retirement counselors, but we can suggest some avenues to investigate before you make any decisions. In addition, new faculty should make sure that they are starting off in the retirement plan that best serves their needs.

It is also very important that Part Time Faculty members at Pasadena City College realize that they do not contribute to Social Security. If you have never worked at a job where you contributed to Social Security, you will not be eligible for any benefits through that program. In addition, there is a possibility that a STRS retiree who can receive Social Security benefits could have his or her Social Security Benefits (derived from Social Security payments made at other jobs) reduced, depending on the Pension payment the retire receives. Part time faculty should investigate their retirement options as soon as possible to make the best decisions early in their career. For more information about programs offered by PCC, call Human Resources and speak with Lorrie Cortez (626-585-7501) or Graciela Caringella, Benefits Technician (626-585-7719).

ANCILLARY PAY

The FA asserts that all faculty members should be paid fully for all the work they do that contributes to the business of the college. In the past, part time faculty have done work in their divisions or in other areas of college, and they have felt that they have not been fairly compensated for

their professional work and skill. Currently, part time faculty are compensated only for the hours of their classroom work and 6 office hours. The FA suggests that all part time faculty members who undertake additional professional assignments have an agreement on compensation—both what the total compensation will be and how the compensation will be paid. If you have any questions or problems, please call or email the Faculty Association.

UNEMPLOYMENT

Part time faculty can collect unemployment benefits from California between semesters. Part time faculty are classified as "temporary employees" by the California Education Code. As temporary employees, they have no contract, are not guaranteed work, and can be let go at any time without "cause". Because of these working conditions, the California courts have determined that when a part time faculty member is not working, he or she has no reasonable assurance of being rehired. Thus, when the faculty member is not working between semesters, that person is unemployed and has the right to file for and collect unemployment benefits. The FA sends out a notification at the end of fall and spring semesters with information about filing for benefits if a faculty member is not working at another college, does not have another job, or is not receiving a pension. Watch for our flyer at the end of the semester, or file with EDD (California Employment Development Department) after you have completed all classroom meetings and your final exam at all the schools where you teach.

HEALTH BENEFITS

The College does not offer any support for health benefits for part time faculty. We continue to work toward some resolution of this significant inequity (full time faculty have fully funded health care benefits, as well as vision and dental subsidies). The Faculty Association has been in contact with a private insurance broker to see if part time faculty can join a health care program as a group. If you are interested in participating in a health care insurance group, please call the Faculty Association at (626) 585-7261 or email us at facultyassociation@gmail.com.

KEEP US POSTED

If there are issues or concerns that we are not addressing, please contact us and let us know what you think.

Behind the Scenes in the FA Office

The FA support staff prides itself in running a tight ship and maintaining the union's affairs in order. One of the basic duties of the FA staff is to maintain accurate and up to date records of all full-time and part-time faculty, in particular, their contact information. Over the last year, this task has been made unnecessarily difficult by administrative inefficiency and bureaucratic red-tape. Please read the following anecdote from the FA office staff:

For many years, obtaining a complete listing of presently employed full-time and part-time faculty was a simple matter of walking over to Human Resources and having a friendly chat with, then HR Confidential, Patsy Perry.

Even when former Vice-President of HR, Ben Lastimado, arrived on the scene, FA lead co-negotiator, Danny Hamman, had a cordial conversation with him and obtained the requested list in March 2012. In May of 2012, we made a similar request to Ms. Perry and our request was fulfilled immediately. Unfortunately, Ms. Perry retired that June, and not long after, VP Lastimado left the college. We soon heard that General Counsel Gail Cooper had taken over the VP Lastimado's responsibilities.

In late August 2012, we called HR and requested the Fall 2012 faculty list. We were told that they would have to get back to us. We were not called back. Not long after that in early September 2012, Danny Hamman informed us that we, as FA staff, could no longer informally request data from HR. All requests had to be made formally by an FA officer. On October 17, 2012, during FA negotiations with the District, the FA filed a formal request for a listing of all faculty and their email addresses. We received nothing for the remainder of the Fall semester.

After repeated requests for the faculty list, on January 15, 2013, we decided to circumvent HR and make a request for a faculty list and their email addresses to the Management Information Systems (MIS) Help Desk. MIS issued the following email:

This computer generated message is to inform you that Incident number 107097 has been completed on 1/15/2013 2:49:00 PM.

*Problem:
called in by [Staff], user would like to have current list of full/part time faculty and their emails.*

*Solution
1-15-2013: Referred to Gail Cooper. dep*

Thank You.

Following a request from FA Secretary, Paul Jarrel, Gail Cooper emailed him a faculty listing on January 28, 2013. Unfortunately, the list contained over 3,000 names with hundreds of duplicates, and many faculty who were no longer employed at PCC.

Out of frustration, on February 1, 2013, we called the HelpDesk again to ask if the FA could have its own generic pccfa@pasadena.edu email address to have an accurate list of all

faculty as well as to quickly and efficiently communicate with them. Moreover, the PCC server, unfortunately, places restrictions on bulk emails from outside email servers. After a couple of days, we were informed that the matter had been referred to Vice-President Bob Miller, who then referred it to Gail Cooper.

Bottom line: Please update your non-PCC email address with us via the website (www.pccfacultyassociation.org/membership-information) so that we can continue to update you.

What's in My Contract? Did you Know..?

1. (5.7.1.d) "The District will provide for student assistants when requested by the instructor, to assist with roll-taking and grading and other related duties, as follows:

133% to 199% of NCN = 3 hours/week
200% to 299% of NCN = 6 hours/week
300% and above = 9 hours/week"

(see p. 15, <http://www.pasadena.edu/hr/documents/2009-12PCCFAAgreement.pdf>)

2. (5.9.1) Each employee has on file in the office of Human Resources and individual folder containing the record of employment, the initial application, the signed oath, transcripts, confidential references, minimum qualifications or credential information, evaluation reports, documents supporting step and class changes, a record of assignments and promotions, leave of absence records and correspondence pertinent to the above; 5.9.4 The individual may see all the contents of the folder except the confidential references.

PCCFA Elections Underway!

Be sure to check your division mailbox for your ballot. If you have not received a ballot, please email us at facultyassociation@gmail.com or call us at (#7621).

Ballots are due on **Tuesday, April 16 in the PCC Mailroom, C-129 by 4:00PM.**

in the PCC Administration, calling for the dismissal of President Mark Rocha. Over the following two weeks, an independent Ad Hoc Faculty Committee, which had been conducting a faculty vote of no confidence, also revealed the results of their ballot measure, resulting in 92% of surveyed full-time faculty declaring no confidence in President Rocha. These findings were presented to the Board of Trustees on Wednesday, March 13th at a tumultuous meeting attended by over 150 students, faculty and staff.

Despite a few unfortunate exceptions, the local press has been largely objective in presenting the voices and perspectives of PCC students, staff, and faculty. Most notably, the PCC Courier has been bravely and even-handedly documenting all the facts, analysis, and discourse on the administrative mismanagement of the college as well as the PCC community's response. (For a listing of articles, please visit www.pccfacultyassociation.org)

To anyone who has been paying attention to the student demonstrations, concerns brought forth to shared governance bodies, and the climate of fear and disillusionment over the past two years, the events of recent months are not at all unexpected. Moreover, to reduce the active vocalization of issues, criticism, and dissent as the orchestrations of the faculty union is, at best, ridiculous, but at worst, dismissive of the collective experiences of students, staff, and faculty.

Faculty Association Standing Up For You!

Not to be left behind by the tremendous efforts of our PCC students and faculty, the Faculty Association continues in its mission respect and uphold shared governance, defend the rights of faculty, and seek to obtain the best possible working conditions for faculty.

The FA filed an Unfair Labor Practice with the Public Employee Relations Board (PERB) on the District's illegal cancellation of the

Winter session. Two issues prevail: first, the cancellation of Winter was an illegal tampering of the Shared Governance process and a violation of faculty work conditions; second, the FA seeks over \$1 million in lost faculty wages. The date for that PERB hearing is July 8th, 2013.

Concurrently, the FA attempted in good faith to negotiate a new contract. The District broke off negotiations the day before the November election that passed Proposition 30. The FA fully expected to return to the bargaining table given that an additional \$6.7 million would be allocated to the college. Surprisingly, the District declared "Impasse" which sent the bargaining to a PERB mediator. We complied and met with the mediator four times but to no avail. The District dragged its heels, finally presenting its 'Last, Best, and Final (LBF) offer,' a technical term that sounds ominous but should be considered as another step in the process (Please note the FA's response to the District's LBF in this newsletter). We now head to "Fact Finding" which entails a formal PERB hearing in which both sides will present the evidence. The PERB hearing date has not yet been set. Note that Fact Finding is a separate case from the PERB contractual violation. Thus, two distinct legal hearings await us.

Additionally, the FA has challenged the District's 20% increase in class size this spring, which violates the Normal Closing Numbers (NCNs) established by the Curriculum & Instruction (C&I) Committee and fully implemented in Fall 2012. We encourage you to file a grievance over the class size increases as it is yet another contractual violation of work conditions. Please call the FA office at (#7261) or email us at facultyassociation@gmail.com to begin the process.

The Faculty Association wishes to thank all faculty for their robust activism and support for our collegial integrity. Our strength is in our unity with students and staff as the FA pledges to always defend the shared governance process and the well-being of our constituent groups.



For 60 years, FACCC has been thinking about you...

- 1950s** ✓ FACCC is founded in Long Beach as a focused voice of California Community College faculty.
- 1970s** ✓ FACCC leaders are instrumental in organizing the Academic Senate for California Community Colleges.
✓ FACCC advocacy sparks passage of local collective bargaining at community college districts.
- 1980s** ✓ Co-sponsored AB 1725 (Vasconcellos), the major community college reform bill, wresting the system from its K-12 roots. Among its major provisions, AB 1725 dealt with shared governance, full-time faculty hiring, and professional development.
- 1990s** ✓ Co-sponsored AB 2804, AB 1102, AB 1150, and SB 1528 resulting in increased CalSTRS benefits by an average of \$600 per month.
- 2000s** ✓ Co-sponsored AB 420, leading to improvement in part-time faculty office hours and health benefits, and creating the equity fund to increase part-time faculty salaries.
- 2010s** ✓ Sponsored AB 381, enhancing the ability of part-time faculty to participate in the California State Disability insurance program (SDI).

...Are you thinking about FACCC? Join today!
www.faccc.org

GREAT BENEFITS! Discounts on electronics, travel, movies, theme parks; award-winning publications and real-time media updates; state and nationally acclaimed professional opportunities; MUCH MORE!