

NEGOTIATIONS

AFT and District present proposals for new 3-year contract; AFT includes workload equity proposal

by Monica Malamud, AFT 1493 Negotiating Team Member

The current faculty contract runs from July 1, 2013 through June 30, 2016. This means that the contract will expire soon after the end of spring semester, so, in preparation for negotiations, the AFT conducted a survey last fall, to identify and prioritize issues which faculty wanted to bring up in this round, when the entire contract is open for negotiations. The AFT considered the results of this survey, as well as other factors that impact the work of faculty, and put together an initial proposal for the new contract, which was presented to the Board of Trustees on February 17, 2016.

The District's and the AFT's negotiating teams have met twice already. In the first two sessions, each team presented its initial proposal.

The AFT's set of proposals is quite extensive and comprehensive, and we urge faculty to read it in its entirety online on the union's website, aft1493.org. A brief summary is shown below.

AFT's proposals

AFT's proposals include, among others:

- Article 5: elimination of the no strike clause
- Article 7: re-definition of work hours to allow for conducting work in a virtual manner
- Article 8: re-definition of "large classes" and associated load
- Article 10: addition of certain privileges for retired faculty
- Article 11: expansion of family leave options, request for paid maternity / child bonding leave, new leave reason (public service)
- Article 13: increase in funding for Professional Development Program
- Article 17: binding arbitration
- Article 19: guaranteed right to an interview for part-timers applying for a full-time position
- Article 22: increase in unit banking to 30 units
- Appendix D: workload equity (see box at right)
- Appendix F: changes in FLC for biological and physical sciences labs, and for cosmetology lab classes

Additionally, the AFT is requesting new contract language on:

- the class assignment process for full-time faculty
- clear class cancellation guidelines
- reassignment of faculty with cancelled classes

- academic freedom
- procedures for dealing with complaints against and investigations of a unit member
- just cause and progressive discipline

Proposal to quantify and contain workload

AFT's most noteworthy new contract proposal is for significant changes to Appendix D (Duties and Responsibilities), with the goal of quantifying the workload of faculty, and achieving more equity in the workplace. We have heard faculty loud and clear about the increasing number of non-instructional tasks that we must complete, the larger number of committees that need faculty representation, the higher demands on accountability that force us to spend time generating reports full of data-crunching and narrative justifications, the constant technology and platform changes that require hours to learn and more hours for conversion and migration to new (and often short-lived) systems, etc.

If you have not heard yet about the proposed changes to Appendix D, you can **read about the three-tier system of points for non-classroom professional responsibilities** [on the AFT 1493 website](http://aft1493.org) or ask any member of the AFT 1493 Executive Committee. We are asking faculty members who support this new proposal on workload to **sign the [petition endorsing the new workload equity contract language](#)**.

District proposals

The most significant District proposals include:

- Article 7: elimination of flexibility for flex days for all faculty. A faculty member would be able to participate in non-District organized activities only if pre-approved in writing by a VPI or VPSS.

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LETTER TO THE ADVOCATE

“Being top heavy will come back to bite you”

I thank you for being our ‘town crier’, bringing news of what is going on in our muddled little world! IMHO, I’m hoping the district doesn’t go the way of City College. Being top heavy in administrators often will come back to bite you in the posterior. When I worked at UC as an admission officer, it was always the same story. Administration gets the raises, staff gets more work and we had to beg for a 3% increase.

I was reviewing the new job positions just posted, and Program Coordinators abound. Perhaps if our division had a PC, I wouldn’t have to spend time on those damn AP documents anymore, or SLOs, or Tracdat. I’d be able to spend my precious time with my students.

I read *The Advocate* from cover to cover and will continue to do so.

Best, **Rosie Bell**, Skyline, History

AFT 1493 ELECTIONS

Be sure to vote for new AFT leaders by May 6

As members of AFT Local 1493 should know, we are in the middle of the election process for determining the next elected leadership of the Local, and who will be on the AFT 1493 Executive Committee for 2016-2018. This election is being conducted using the tried-and-true paper balloting method. Ballots will be sent out through campus mail on April 15. Only

AFT 1493 members are eligible to cast a ballot in this election.

Ballots should be returned via campus mail, and should reach the AFT Office at CSM by Friday, May 6.

Please contact Dan Kaplan at the AFT 1493 office (kaplan@aft1493.org or x6491) if you have any questions.

AFT 1493 CALENDAR

May 11: AFT 1493 General Membership / EC meeting 2:15 p.m., Skyline College, Room 6-203

June 20-24: CFT Union Summer School, Cal Poly, Pomona

The Advocate

The Advocate provides a forum for faculty to express their views, opinions and analyses on topics and issues related to faculty rights and working conditions, as well as education theory and practice, and the impact of contemporary political and social issues on higher education.

Some entries are written and submitted individually, while others are collaborative efforts. All faculty are encouraged to contribute.

The Advocate’s editorial staff, along with the entire AFT 1493 Executive Committee, works to ensure that statements of fact are accurate. We recognize, respect, and support the right of faculty to freely and openly share their views without the threat of censorship.

AFT 1493 discourages full-timers from taking on excessive overload

The following resolution was passed at the April 13, 2011 AFT 1493 Executive Committee meeting:

Whereas economic instability and budget cuts are affecting the employment status and livelihoods of part-time faculty in the SMCCCD,

Be it resolved, that the AFT 1493 Executive Committee recommend that full-time faculty members **seriously consider refraining from taking on excessive overload in situations where part-time faculty will be displaced from courses to which they would have otherwise been assigned.**

Campaign to extend Proposition 30 begins with signature gathering, resolutions of support

AFT 1493 members and CSEA members table together for the measure at Skyline and CSM

You may have already seen them. Signature gatherers have hit the streets to place a measure on November's ballot that would extend Proposition 30. Prop. 30 has been a game changer for public education in California. The new ballot measure circulating will only ask to extend the top bracket income taxes for the very wealthy. The revenue will help ensure that California continues to move forward toward funding education for all students from pre-school through university.

Prop. 30, a temporary tax passed by California's voters in 2012 by a 55 - 45 margin, saved the state's public sector by pumping \$7 - 8 billion per year into state coffers from two sources. About a billion dollars comes in from a one quarter of one percent increase in the sales tax, and the other six billion or so dollars originates in three tiers of 1, 2, and 3 percent bumps on taxpayers making \$250,000, \$300,000 and \$500,000 per year. Thus it is a mostly progressive tax, with the regressive portion—the sales tax—expiring at the end of this year. The final year of the tax on the wealthy will be 2018, unless it is extended.

"We cannot afford to let Prop. 30 expire," says CFT president Joshua Pechthalt. "Thanks to Prop 30, we have

only just begun to restore the programs and positions lost to the Great Recession. Without this tax, which asks millionaires to pay a little more in taxes so that all of us can benefit, public education will return to the devastating years of budget cuts, layoffs, and skyrocketing class sizes and tuition increases."

CFT is partnering with the CTA, SEIU, and other unions to pass the extension. The measure, called the "The Children's Education and Health Care Protection Act of 2016," will extend the tax on the wealthy for twelve years. You can help by contacting AFT 1493 (574-6491) to find out how to obtain and circulate petitions and make presentations to community groups that you are involved with.

Resolutions in support of extending Proposition 30 have already been passed by the San Mateo Community College District Board of Trustees and the San Mateo Community College Federation of Teachers, AFT Local 1493.



AFT 1493 members at Skyline College and CSM tabled alongside CSEA members to get signatures for the extension to Proposition 30. At Skyline, above, CSEA members Ulysses Guadamuz and Chris Weidman (seated, l. to r.) are joined by Skyline student Bruno Bower (leaning in behind) and AFT 1493 Co-Vice President, Katharine Harer (right). At CSM, below, AFT 1493 Executive Secretary, Dan Kaplan (left), helped CSEA members (l. to r.) Olivia Cortez-Figueroa, Annette Perot, Juanita Marie Celaya and Sarah Wilson.



Overworkload: A constant stress in our lives

By Katharine Harer, AFT 1493 Co-Vice President & Strategic Campaign Initiative (SCI) Organizer

Your union has documented it on surveys. We've talked about it to one another until we're blue in the face and felt it buzzing like a fat fly in our heads at 2 a.m. when we should be sleeping. We can never quite keep up with it. What's happened to our profession?

Dubbed a "culture of overwork," some feel we are part of the problem because we take on more work than we should, afraid to say no to our managers or compelled by the ever-growing needs of our programs or the demands of new initiatives ushered in by administration. However, the problem is systemic and is encouraged by the vague language in our Contract. This is why your union has made the Workload Equity Campaign our number one priority.

Non-teaching duties taking over our lives

One instructor responded to the union's Spring 2013 workload survey with this comment: "Teaching seems like a small portion of what I do. Much more time is spent working on SLOs, program-level issues, meetings, talking to students, department requests, community and industry relations, finding class resources, articulation with other colleges - the list doesn't end. Though I was hired to teach, it's what I spend the least amount of time actually doing."

The hours and hours demanded for non-teaching duties are encroaching on the core of what we do as teachers. Course preparation, research and in-depth reading of materials often take a back seat to program review, hiring committees and SLO-related tasks. Wrestling with TracDat eats away at time allotted for grading papers or meeting with students. Answering district email, downloading and filling out paperwork and attending meetings absorb the space where we could be collaborating with colleagues on projects or providing extended office hours for students who need more time with us. When teaching a class takes a backseat to answering email or filling out forms, we know something is way out of whack.

New hires tell us, quietly behind closed doors, they are being asked to serve on not one but two, three and, in one case, five committees during their first year of tenure review. Several have been put on hiring committees during that first year that should be devoted to familiarizing themselves with the college and their department and focusing on their classes. During the four-year process of tenure review, new hires are in a particularly vulnerable position when it comes to taking on non-teaching duties. The majority is afraid to push back, and they agree to everything their dean or manager asks them to do. In this "culture of overwork", some deans don't ask; they put new hires on committees or into new projects without consulting with them, and deans have been known to assign new hires untenable teaching sched-

ules without consulting with them first.

Part-time instructors feel a similar vulnerability, especially if they are hoping to get a full-time job in the district. The practice of paying part-timers for non-teaching duties is inconsistent; when it happens, it's great, but often there's no compensation offered for working on a committee, a college-wide project or helping out with a department need. Part-timers are on the front lines, teaching and developing materials to make their classes meaningful and often putting in extra time to help students be successful, but they are only paid for the hours they spend in the classroom and for office hours, a fairly recent improvement your union negotiated for and won.

Then there's the issue of departments with only one full-time faculty member at the helm. That one person does everything, often operating more like a dean or department chair, taking on program review, SLOs, peer review, hiring committees and more, as well as handling the time-consuming and difficult areas of personnel problems and staffing issues. This is on top of teaching a full-time load and all that comes with it. These folks tell us they're burning out. It's too much.

Another comment from our workload survey: "As a one person department, I am expected to do many of the duties which are shared in other departments and the work spread out. Instead I am expected to do Program Review, Assessments, IPS-LO's, Advisory Committees, and other non-related teaching duties on a regular basis. In my opinion, my teaching duties should be a higher percentage and my non-teaching duties should be a lower percentage! What is wrong with this picture?"

We routinely perform duties not required of us

When we asked the following question on our workload survey: Do you believe you routinely perform duties that are not specifically required of you by your contract, this was the answer: Yes: 66%, No: 34%. And that was three years ago. Everyone agrees that workload creep has gotten worse. No one wants to be called a slacker. We all care about our students and the smooth functioning of our colleges. But it's gone too far. Some of our colleagues have left full-time tenure track positions in the District for this very reason. (See story on page 5.)

Between now and the end of the semester, you may be asked to fill out a "count-me-in" card or sign a petition to support your union's Workload Equity campaign. Your AFT Negotiating Team has developed a proposal that creates clearly stated and uniform guidelines for non-instructional duties in our contract and provides non-instructional opportunities with compensation for part-time faculty. (See story on page 1.) We are taking on the culture of overwork, and it's not easy because all of us are busy overworking. Keep your eye out for email blasts and other communication from your union and join in and support this essential change in our working conditions.

Work or live? Teachers should not have to choose

by Autumn Newman, Program Services Coordinator, CSM

At 34-years-old, I am already a retired teacher. After three years of part-time teaching at two, sometimes three, schools, I was given the “dream job,” a full-time, tenure-track position. This is the job most part-time teachers strive for because teaching part-time offers no job security, no benefits, and no livable income. It also means working non-stop 12 months out of the year. Pay is so low that you take any and all work you can get. You are also trying to attend as many non-teaching meetings, presentations, and flex days as possible because you need to beef up your resume for that full-time “dream job.”



Autumn Newman

From tenure to retirement in one semester

So when I was offered that job, I felt I had won the jackpot! One job, one school, one student body! Benefits, an equitable income, recognition from colleagues as a colleague...! I could never have guessed then that one semester after I earned tenure, I would retire.

The stress and microscopic inspection of the tenure process made me long for the anonymity of part-time teaching, and my workload was just as heavy as it had been even though I wasn't yet doing any committee or non-course-related work. I was too busy in the first two years to worry about that workload issue. In retrospect, though, I was still working every day but 10 months out of the year. I could finally afford to take the fabled “summer off,” which in reality is one month in bed because you are so exhausted from working every day for the past 10 months, and one month preparing for, or feeling bad about not preparing for, what you know will be another non-stop ten months of work. In between those three things, you try to reconnect with everyone and everything that has been on hold for the past 10 months, those luxury items like marriage, friends and reading.

8-12 hours/day, 7 days/week, 10 months/year

During my fifth semester of full-time work, I suddenly developed chronic daily headaches and chronic basilar migraines. For those unfamiliar with this disease or who are under the very common misconception that migraines are simply severe headaches, you should know that: “severe migraine attacks are classified by the World Health Organization as among the most disabling illnesses, comparable to dementia, quadriplegia and active psychosis.” Just when the tenure process was becoming less stressful, I was literally knocked off my feet by this illness on a daily basis. I pursued all av-

enues of treatment available, counting my blessings that I had health coverage. I made no attempt to work less but instead sought countless treatments to enable me to continue working 8-12 hours a day, 7 days a week, 10 months a year.

My life was split in two: working while sick or not being able to work and worrying about the work that was piling up while I lay incapacitated in bed. I spent no time with my family, my husband, or my friends. I had nothing but my illness and my work.

Living with chronic illness, amazingly, has its benefits. It puts things into perspective. I began to realize that my life had disappeared, not with the onset of my illness, but with the onset of my teaching career. Of course, the disease made it much more drastic, but when I was honest with myself, I had not had a life since I had been a student. Once I began teaching, I had done nothing but work. I had put everyone on hold, including myself, to teach, to get the dream job. Unconsciously assuming it would be better once I got that dream job.

Now, I had the dream job but I still worked all the time, and there was no end in sight. Even more terrifying, my tenure review was coming to an end and, if granted, my blessed protection from committee and campus-wide work would end. I would have even less time and even more work.

I looked around me and felt the water rising above my shoulders and seeping into my mouth. We were all drowning yet no one seemed to notice. Everyone I knew, the best, the smartest teachers were doing the same thing: working all the time. They had trouble with their families and spouses because of it. They were angry or tired or broken because of it. I wasn't going to discover some new, better way (and believe me, I tried). I was going to be just like them, worked to death for the best years of my life.

There was always MORE to do

I had known that teaching would not be a regular 8-5 job with weekends off, but I did not know that it would literally consume my every waking hour. I loved my students, and I loved teaching them. I loved discovering new ways to improve, but that was the problem. There was always something to improve. Even though I was working all the time, I still wasn't conferencing enough, grading papers fast enough... There was always MORE to do, and I had not even scraped the surface of non-teaching duties. I wanted to do so much but the bare minimum was already killing me.

The details of the rest of my story are unimportant here. It's sufficient to say that I retired and took a regular 40 hour, 8-5 job. After one month of a regular, albeit full-time schedule, I am already seeing a small improvement in my migraines.

The reason I am writing this is not to blame teaching for

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CFT Convention inspires faculty to work for social justice in classrooms, in politics and in the community

By Katharine Harer, AFT 1493 Co-Vice President & Strategic Campaign Initiative (SCI) Organizer and Teeka James, AFT 1493 President

Our Local sent nine delegates and one guest, a record-breaking number, to the 74th statewide convention of the California Federation of Teachers, held at the Hyatt Embarcadero in San Francisco March 11th -13th. In total, over 500 delegates from around the state attended, and if you add in guests, there were nearly 600 of us in the house. As always, we participated in the Community College Council meeting held on Friday evening and a series of general sessions where inspiring speakers, such as writer/activists, Tim Wise and Jeremy Brecher, as well as AFT President, Randi Weingarten, addressed the crowd. Resolutions from various committees were debated and voted on throughout the convention, and we attended workshops on a wide range of topics, such as “Reclaiming the Promise of Racial Equity” and “Labor and Climate Change.”

Prop. 30 extension & Prop. 13 reform needed to support education funding

CFT President, Josh Pechthalt, spoke about the importance of the Proposition 30 Extension campaign and that we all need to work on gathering enough signatures to get it on the ballot. He said the governor is reluctant to support it and will probably come in neutral. According to Pechthalt, the Proposition 30 Extension is pretty much the same as the original “Millionaire’s Tax” because it won’t include a sales tax in its new iteration. Pechthalt declared: “We can’t go back to the days prior to Prop. 30 funding.” Even though this year was a banner year for community college funding because of Prop. 30, the governor still refused to increase COLA more than a minimal .47%.

CFT Vice President, Jeff Freitas, spoke about the danger of another Fredrich’s-type decision that could do away with fee payers. Even though we dodged the latest bullet, there are more than 27 different cases in the legal system that could do the same kind of damage to organized labor. If the CFT loses its support from fair-share fee payers, the statewide union would lose 11% of its yearly budget. Freitas also spoke about the “Make It Fair” campaign to reform Prop. 13 and create a split roll, which would separate residential

property from large businesses. This new and improved Prop. 13 could generate \$9 billion a year for education.

How schools can help liberate instead of reinforcing social inequities

Anti-racist essayist, author, and educator Tim Wise gave the keynote address on Saturday morning. Titled “Racism as Divide and Conquer, from the 1600s to Donald Trump,” Wise’s address traced the roots of social, political, and economic inequity in the United States and explained how our American educational system perpetuates those inequities. Using a functionalist framework, Wise argued that our system (writ large—political, economic, educational, social, legal, and so on) is designed to be inequitable and that our schools are, in large part, what drives a deep divide between classes and races. Wise focused on two issues in education in supporting his argument: career and technical education and the elimination of ethnic studies curriculum in Arizona and elsewhere. Reminding us of Thomas Jefferson’s belief that in a public American education system “the best geniuses will be raked from the rubbish annually, and be instructed at the public expense,” Wise discussed how the push to equate



AFT 1493 delegates (l. to r.) Monica Malamud, Katharine Harer, Michelle Kern, Teeka James and Nina Floro at a CFT Convention general session

academic success with job-readiness simply perpetuates a system dependent on an underclass that is funneled into low-wage, non-union jobs.

Arguing that programs such as the Mexican American Studies Program in Tucson High School are being eliminated precisely because “they are working,” because they are building power in historically oppressed communities, Wise said, “Talking about racism in the classroom isn’t the problem; the racism is the problem.” He insisted that creating an educational system as a meritocracy is a dangerous model because it teaches students that where they end up is all

about them—their individual effort, their individual abilities—instead of about the logical outcome of classist, racist, and sexist political, social, and economic systems. “There are no individuals in human society,” Wise contended; “We are social beings. We stand on the shoulders of our ancestors.”

Finally, Wise left the audience with a positive path forward: teacher by teacher, school by school, we can create a curriculum based on equity and social justice. As one example, he cited a high school in Colorado whose math teachers infused their algebra curriculum with social justice content. Instead of working on generic formulas or the classic “if Joe leaves home at 3:00 driving twenty miles an hour, when will he arrive at the store, five miles away” type of problems, these teachers’ students learned the same math skills and concepts by analyzing the evidence of inequity that they faced every day: data on the incarceration of black men in their county, the rates of college graduation for students from low-income backgrounds, and so on. As you might expect, student achievement in math jumped through the roof. It was an inspiring ending message: if we directly confront inequities in our approach to disciplines, in our assigning of teachers to schools, in our opening of access to higher education, we can reshape education into a legitimate force for liberation instead of a meritocratic tool designed to perpetuate a divided society. (You can see a five-minute clip from his address online.)

Labor alliances work for climate protection

Climate change was on everyone’s radar this year as well it should be. Jim Miller, a CFT member from San Diego, led a workshop where he shared the work they’ve done in his area to link climate issues to labor. He made the point that, “Climate change is not just about polar bears but about the daily life of everyone” and that as union activists we should bring climate issues to collective bargaining, working for greenhouse gas and energy use reduction on our campuses as well as advocating for better public transit.

AFT 1493 wins 10 Communications Awards at CFT Convention! -- See story on page 12

In San Diego, they’ve established a “green-blue alliance” to work for worker-friendly climate protection programs. As Miller said, “Teachers care about the future” so working on climate issues is a natural for us. He also stated that it’s a false idea to see labor and the environment as locked in an adversarial relationship. By making alliances with other



AFT 1493 delegates (l. to r.) Dan Kaplan, Katharine Harer, Michelle Kern, Monica Malamud, Rob Williams, Eric Brenner and Nina Floro attend the Community College Council meeting at the 2016 CFT Convention. Teeka James (behind Katharine) and Joaquin Rivera (behind Eric) were also present, but hidden in photo.

workers in his community, they’ve been able to bring climate resolutions to their labor council, put on educational events with other community groups, and start an environmental caucus in their local union.

Guest speaker Jeremy Brecher, labor historian, author and climate change activist, continued the drumbeat for labor’s involvement in the climate movement. Brecher is a founder of the Labor Network for Sustainability (labor4sustainability.org). He stated that climate protection needs to be a priority of the labor movement and that public budgets are decimated by the costs of protecting against extreme weather events, such as storms and droughts, brought on by climate change. According to Brecher, scientists have projected twice as many droughts and three times as many floods will hit California in the next century.

The labor movement should advocate for putting millions of people to work to make us safe and to make the energy and transportation transitions we need to survive. The motto is: “No worker left behind” as part of a climate protection agenda. We need to challenge the concept of creating individual solutions with labor’s concept of solidarity, working in the common interest of all to survive the devastations of climate change. Brecher believes that it’s possible to create alternative energy systems that cost less and put hundreds of thousands of people to work – a new Jobs Program modeled on the WPA -- and achieve an 80% reduction in greenhouse gases by 2050.

As always, our AFT 1493 delegate contingent left this year’s CFT convention re-energized and primed to continue organizing our members and advocating for faculty rights.

STRATEGIC CAMPAIGN INITIATIVE REPORT

Schools Our Children Deserve: Tri-union education conference was unprecedented

by Michelle Kern, CSM Part-Timer Rep. and SCI Organizer

"I did not even know Jeff Duncan-Andrade. I'm so glad I came to this conference for many reasons, but to see my values reflected and valued is really supportive and encouraging. I love meeting people who want to serve students and the community!" --comment from Schools Our Children Deserve attendee

elementary Federation, AFT 3267, have been holding workshops for parents in their schools, which are very popular and well-attended, and have gained community support for their union. Sergio Robledo-Maderazo, of Jefferson High Federation, AFT 1481, and Katharine Harer and Michelle

What is the future of quality education and community for North San Mateo County?

This was one of the questions grappled with by three American Federation of Teachers unions in **Schools Our Children Deserve**, a comprehensive education conference planned and executed by San Mateo Community College Federation of Teachers, Jefferson High School Federation of Teachers, and the Jefferson Elementary Federation of Teachers.

The Schools Our Children Deserve conference was held at Skyline College on Saturday, March 19th, and featured speakers and panelists from all over San Mateo, the greater Bay Area, and from the national union based in Washington DC. The conference planners were assisted by staff from the California Federation of Teachers and the American Federation of Teachers, as well as with vital input and resources from Skyline College's staff and administration, and volunteers from all of the locals.

K-12 & community college teachers work together to build community alliances

The conference sprung out of collaboration with organizers from all three locals, with an eye toward putting a spotlight on the need to gain more resources and support for neighborhoods and schools in North San Mateo County. Jefferson High and Jefferson Elementary locals represent educators and staff from schools in Daly City, Brisbane, Colma, and Pacifica. Skyline College in particular is a destination school for students from North County, making it a natural fit to round out the trio, with the San Mateo Community College Federation of Teachers.

Melinda Dart and Elaine Francisco, SCI organizers of Jefferson El-



Jeff Duncan-Andrade spoke about how educators should work for student equity

Kern of San Mateo Community College Federation, AFT 1493, were inspired by the incredible work of AFT 3267, and all three locals worked for nearly a year on putting the conference program together. Skyline College generously co-sponsored the event and lent considerable aid to the success of the conference.



Katharine Harer, Melinda Dart, Elaine Francisco, Michelle Kern and Sergio Robledo-Maderazo (left-to-right) at a planning meeting for the conference

Over 300 people registered for the conference, which was offered for free, and provided child-care, free gifts and school supplies, and meals. There was a great mix of attendees, which included families, students, teachers, school staff, and local school board members.

Pushing for equity for underserved students

The morning session featured magnetizing speakers, which included inspiring words from Skyline President Regina Stanback Stroud, California Assemblymember (and AFT 1493 member) Tom Ammiano, and well-loved SFSU Ethnic Studies educator and community education activist Jeff Duncan-Andrade as keynote speaker. All three speakers spoke passionately on behalf of the need for greater equity for students in underserved communities. Duncan-Andrade spoke brilliantly on the theme of the difference between equality and equity, and the role educators and schools should play in healing trauma in children as part of education and creating community.

Wide range of workshops & forums

After the morning speakers, attendees moved on to a choice of 14 different workshops, which covered topics spanning all age groups, from pre-K to college. Community forums on education funding, early childhood workforce issues, and the housing crisis in San Mateo were also offered and were very popular. The early childhood workforce Town Hall was helmed by panelists SMCOE Superintendent, Anne Campbell, State Senator Jerry Hill, Senior Program Associate for the WestEd E3 Institute, George C. Philipp, and San Mateo County Supervisor, David Pine and was very well-attended.

“Live & Learn: The Effects of the Housing Crisis on Education & Educators” was presented by two community housing activist agencies, 4 North County and Fair Rents 4 Pacifica, and attracted great attention from attendees. All three



AFT 1493 Executive Committee members Janice Sapigao & Najla Abrao helped serve lunch to conference attendees

unions are looking at ways to get membership involved in helping to solve issues of housing in San Mateo County next year, as the current crisis also impacts education and quality of life for both our students and workforce.

Students looking to transition to community college had a generous choice of workshops to attend, including “College Survival Skills 101”, facilitated by Suzanne Poma, “Coming & Going: Making the Transition To & From Community College”, facilitated by Lavinia Zanassi, “Keeping the Community in Community College: The Value of Life-long Learning”, facilitated by Denise Erickson, and “Meet Your Academic Family: The Benefits of Learning Communities & Academies”, facilitated by Lucia Lachmayer.

Skyline students present spoken word poetry

After the breakout sessions, attendees returned to hear poetry by Skyline CIPHER students, Nate Umagat and Mina Yazdani, who were introduced by their teacher, Janice Sapigao, who is also on the Executive Committee of AFT 1493.

Josh Pechthalt, President of the California Federation of Teachers, gave an outstanding ending keynote, which presented a state-wide perspective on how the union is working to support education in regions like North San Mateo County. Pechthalt also spoke on the political issues in 2016 to increase education funding for the state schools, like the renewal of Proposition 30, the so-called “Millionaire’s Tax” which will be expiring soon, and has been vital to preserving quality education in California.

After the conference, the organizers all discussed ways to build on the relationships created by the community engagement brought about by the conference, including plans to establish a new website, hold forums on focused community issues in education in San Mateo, and get public involvement in the upcoming local and state education funding measures on the 2016 ballot. The positive response from our community shows potential for grassroots and union partnership to move the needle in the upcoming year on our shared regional concerns and issues.



Skyline student Nate Umagat presented spoken word poetry

OUR COUNTY, OUR COMMUNITY

Building a movement for housing justice in San Mateo County

Our students and their families live with the reality of the housing crisis in San Mateo County. Open the discussion of housing with your students and you'll hear stories of foreclosures, evictions and forced moves, of commuting two or three hours each way to get to campus, and of mourning the loss of their childhood neighborhoods. Some of our students are homeless, couch surfing or living in shelters. Staff and faculty, too, are feeling the hit. We're moving further and further away from our jobs and our communities, spending more time commuting on packed freeways just to be able to afford a place to live.

Your union is getting involved in the fight for fair housing. Michelle Kern, Part-Timer Representative from CSM, SCI Organizer and a resident of San Mateo County, has been attending community meetings on the housing crisis. Tony Roshan Samara, co-writer of the article below, has made a presentation to our Executive Committee, and we've pledged our support to the campaign for rent control and just cause evictions. Michelle and I have begun to gather stories from students, faculty and staff. Come talk to us about your experiences with housing in San Mateo County.
- Katharine Harer, AFT 1493 Co-Vice President & SCI Organizer

By Tony Roshan Samara, Program Director for Land Use and Housing at [Urban Habitat](#) & Jennifer Martinez, Executive Director of [Faith in Action Bay Area](#)

The conventional wisdom tells us that the regional economy is booming, but we know that inequality is eroding the long-term stability of middle and working class communities. There are lots of jobs being created but they are concentrated at either very high income levels or--the majority--at lower income levels, predominantly in the service sector. There is now [more than a quarter-million-dollar income gap between top and bottom Bay Area households](#), and no sign of this gap narrowing in the near future on its own.

The crisis is especially bad for moderate and lower income renters, who make up a large and growing portion of many Bay Area cities, and a majority in some. Many renters are losing their homes through a wave of displacement,

through no-fault evictions and exorbitant rent increases, and countless more live with the chronic stress of receiving an unsustainable rent increase or notice to vacate. If current trends continue, we face a future of affluent residents concentrated in the regional core while lower income residents are distributed around the regional periphery, the two areas bound together by the former's dependence on cheap labor and the latter's dependence on low wage work.

Rent in County has increased 50% in 4 years

According to the Association of Bay Area Governments, almost 50% of renters in San Mateo County are cost burdened, meaning they pay more than 30% of their income for housing, and almost 25% are paying more than half of their monthly income to rent. Average rent in the County has increased 50% in the past four years, making this the second most expensive county in the region for renters after San Francisco.

While we can't place an exact number on the eviction and displacement crisis, we do know the overall trends are troubling. Community Legal Services in East Palo Alto, a public interest law firm, estimates that no-fault evictions in the city of San Mateo resulted in the displacement of approximately 700 households between January and October 2015, disproportionately people of color. A no-fault eviction, in which a tenant is evicted without any reason being given,



Tenants rights activists attended a San Mateo City Council meeting on April 4 at which the Council rejected a proposed "urgency ordinance" that would have imposed up to a 90 day moratorium on rent increases and evictions

is perfectly legal under current law. And this figure does not include the number of households effectively evicted through exorbitant rent increases.

According to research by the Urban Displacement Project at the University of California, Berkeley some neighborhoods in San Mateo have lost almost 25% of their

low-income residents in the last decade. While some of these individuals and families may find new housing in the city, we know that many, if not most, will be displaced to outlying suburbs, where, consistent with national trends, poverty is on the rise. Here and around the nation, this process is having a disparate impact on low income people and people of color. What we are witnessing in the re-sorting of the region's populations is the new face of residential segregation and it is happening all around us.

Campaigns for rent control & eviction protections

But there is a growing movement across the County for rent control and eviction protections, part of a broader regional movement for housing justice, based on the assertion that housing is a fundamental human right. In San Mateo County, Faith in Action, a grassroots community organizing network, and its allies are leading campaigns for rent control and just cause eviction protections. Over the past two years, Faith in Action has worked with Community Legal Services of East Palo Alto to defend residents against unjust evictions, train scores of community leaders, and led campaigns to advance more just policies across the County.

For years, these campaigns brought the concerns of residents to their elected representatives, offered practical, community supported policies to address the deepening crisis, but to no avail. While community organizing and advocacy have brought unprecedented attention to the human scale of the crisis and led to a wave of tenant organizing, city councils have failed to take meaningful action. As a result, this year some of these campaigns will go to the ballot and allow voters to decide whether basic protections for renters in our communities should be codified in law.

While no one is under the illusion that rent control and just cause eviction protections alone will solve the housing crisis, these policies offer the best chance for low and moderate income renters to stay in the places they call home and fight for longer term community stability and expanded production of affordable housing. Currently, only residents of East Palo Alto have these renter protections, one of the reasons the city still has substantial Black and Latino working class communities.

Predictably, the tenants' rights movement has generated massive opposition by the real estate lobby, which in turn is pressuring local governments to do nothing, to continue to ignore renters, and is waging a misinformation campaign to scare homeowners and policymakers. What is of particular concern is the use of troubling language by the lobby that conflates renters with criminals and warns property owners of their threat to property values.

Despite the staunch opposition from the real estate industry, support for rent control and just cause policies are growing as more constituents feel the bite of a housing market that has spun out of control and community organizers

Negotiations: District Proposals

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- Article 12: elimination of the clause that transfers of a full time faculty member to another college in the district shall only be denied if they would cause actual harm to the educational program of either college.
- Article 19: redefining "break in service" for part-time faculty as one that exceeds two semesters. Currently, a PT's name is removed from the seniority list after a break in service that exceeds 3 semesters, or after 6 semesters if the PT requested, but was not given, an assignment.
- Article 19: allowing administrators to teach a course. Proposed language says that "an additional section of that course must be created specifically for that administrator so that no part time faculty are displaced."
- Appendix D: additions to the list of duties and responsibilities required of all faculty.
- Appendix G: changes to the Faculty Evaluation Procedures, which include increasing the frequency of student questionnaires, making all tenured faculty evaluations "comprehensive" (as opposed to alternating between "standard" and "comprehensive"), requiring 3-5 faculty plus a dean observation for every tenured faculty evaluation, and adding a VP classroom observation for tenure-track evaluations.

Vice-Chancellor of Human Resources and General Counsel, Eugene Whitlock stated in the negotiations session that deans and Vice Presidents requested these changes to evaluation procedures. These changes are being proposed despite the fact that the faculty evaluation procedures went through a thorough examination and revision process that lasted two years; a task force composed of four faculty representatives, Skyline's College President and the former Vice Chancellor for Human Resources was in charge of this process, and there was ample opportunity for participation and feedback before the new evaluation procedures went into effect, after they were ratified by the faculty and approved by the Board of Trustees.

The AFT negotiating committee will continue to provide faculty with regular updates as negotiations progress.

have effectively pushed the issue onto the public agenda. Recent polls in San Jose and Richmond, for example, found 72 and 66 percent of residents in those cities support rent control and just cause eviction protections, respectively

The movement for renters' rights in San Mateo County and across the region is growing, but the opposition is well funded, well connected, and clearly committed to protecting a status quo in which renters are at the mercy of a market that exploits their vulnerable position. We have the numbers, but to win we must build an effective coalition bound by solidarity and committed to building a progressive movement for racial and economic justice. It is time for us to strike back!

CFT CONVENTION

AFT 1493 wins 10 statewide communications awards!

The 74th annual California Federation of Teachers' Convention, held over the weekend of March 11-13 in San Francisco, was attended by six hundred people—community college instructors, K-12 teachers, early childhood educators, classified employees, and UC librarians and lecturers—from all corners of California. AFT 1493 was represented by 9 delegates: Teeka James, Katharine Harer, Joaquin Rivera, Monica Malamud, Dan Kaplan, Nina Floro, Eric Brenner, Janice Sapigao, Rob Williams, and Michelle Kern.

You can read a full convention report on pages 6 - 7 of this issue of *The Advocate*, but we want to highlight one major news item from the convention here: AFT Local 1493 won an amazing total of 10 state-wide Communications Awards, more than any other local in the CFT!

This year we won the following awards:

- **First Place** in the category of **Best Six-or-more Page Newsletter** for locals with more than 500 unit members for *The Advocate*, edited by **Eric Brenner**. Judges commented that it was: "Very professional and content rich. Stays on message and follows workplace topics and union campaigns successfully over time."
- **First Place** in the category of **Best Flyer or Poster** for locals with more than 500 unit members for "Part-Time Medical Stipend: Sign Up Now!" by **Michelle Kern**, CSM Part-Timer Representative and SCIO Organizer. Judges said of the Poster: "Nice visual way to communicate an important issue with excellent send-up of a flow chart and a faculty member's original illustration. One judge said, 'It really grabs me.'"
- **Second Place** in the category of **Best Web Site** for locals with more than 500 unit members for aft1493.org, with **Eric Brenner**, Webmaster.
- **Second Place** in the category of **Best News Writing** for locals with more than 500 unit members for "Warning of Attacks on Public Education and Teachers' Unions" by **Katharine Harer**, AFT 1493 Co-Vice President and SCIO Lead Organizer.
- **Second Place** in the category of **Best Public Relations** for locals with more than 500 unit members for "November 2015 Board of Trustees Election Campaign" by Maurice

Goodman, Candidate; **Katharine Harer**, Co-Vice President and SCIO Lead Organizer; **Sam Sanchez**, Skyline Photography Instructor; **Michelle Kern**, CSM Part-Timer Rep. and SCIO Organizer.

- **Third Place** in the category of **Best Feature Writing** for locals with more than 500 unit members for "Student Success: By Any Means Necessary?" by **Merle Cutler**, CSM Professor of English.
- **Third Place** in the category of **Best Use of Social Media** for locals with more than 500 unit members for Facebook.com / AFT1493 by **Michelle Kern**, CSM Part-Timer Rep. and SCIO Organizer.
- **Third Place** in the category of **Best Email Newsletter** for locals with more than 500 unit members for *The Advocate Newsletter*, edited by **Eric Brenner**.
- **Honorable Mention** in the category of **Best Single Effort** for "Strategic Campaign Initiative Update" by **Katharine Harer**, SCIO Lead Organizer and **Michelle Kern**, SCIO Part-Time Organizer.
- **Honorable Mention** in the category of **Best Original Art or Photograph** for locals with more than 500 unit members for "Part-Time Medical Stipend: Sign Up Now!" by **Michelle Kern**, CSM Part-Timer Representative and SCIO Organizer.



The big screen at the CFT Convention general session displayed Oscar symbols for each of the Communication Awards won by AFT Local 1493

Work or live? Teachers should not have to choose
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giving me migraines. There is a strong genetic component to migraine, and it is extremely possible I would have developed them anyway. The reason I am writing this is to say that the workload of teachers is ridiculous and unsustainable. (My illness simply prompted me to this realization sooner than I otherwise would have, and for that I am very thankful). Working this much is unhealthy mentally and physically. I would never encourage my students, whom I love like children, to take a job that asked so much of them. Yet, I did it myself for eight years.

We must have a healthy balance of hard work and time to live if we are to make a positive impact on our students day after day, year after year. If we burn out, we are useless, or worse: harmful! Yet, how can anyone working this hard NOT burn out eventually?