



Fall 2005 STATE OF THE UNION

Julie Ivey and Rocco Versaci

Spring 06 will signal changes in the PFF's officers, increased communications, and improved ability to serve faculty.

The current contract re-openers should be completed in February 06, after which the drafting of proposals for the next contract will begin. Watch for more frequent negotiations updates, as well as more interaction between the PFF and other faculty groups in drafting the new proposals.

With the newly implemented agency fee, we will be able to increase our communications, possibly pay stipends for union work, and continue to build membership. Because agency fee payers will be paying the equivalent of membership dues anyway, it makes even more sense for all to join and enjoy the voting privileges and AFT benefits that come with membership. Log onto our website, and click the red "New Benefits" link to see the numerous membership discounts on loans, medical care, legal services, and much, much more.

A main goal for the upcoming semester will be to recruit the talents and efforts of more faculty so that the union can build an even more diversified, representative strength and outreach. In the Spring 06 e-board election, there will be openings for four e-board members, as well as for the two co-presidents. Review the election notices that faculty will receive in January, and do consider running or nominating a colleague you would like to have serve as a union officer.

Starting on February 3, 2006, the e-board will hold its meetings in the Governing Board Room on the first Friday of each month from 3-5 p.m. All faculty are invited to attend as guests. The on-campus meetings will be a great opportunity to see the decision-making process of your PFF representatives in action.

Have a productive and fun winter break!

Negotiations Update

Paul Jordan

On Friday, December 2nd, negotiations continued on the "contract re-openers" for 2005-06. **In addition to negotiating salary and benefits for 2005-06**, both the PFF and District were permitted to choose two additional articles for this annual re-opener. For this year's re-opener, the Union chose to open Leaves and Evaluation. The District has reopened Working Conditions.

Everyone should remember that **this contract is the FIRST union contract for Palomar faculty members** (both full- and part-time). Typically in such situations, there is a need to address issues immediately in places where the contract language is uncertain or where it has failed to anticipate real-life situations. For that reason, the Union and the District have already executed **six "memoranda of understanding"** (MOUs) clarifying the language in Article 17 – Evaluation. The advantage of an MOU is that it can be implemented immediately upon execution and not be held in suspense until all negotiations are completed and ratified.

Several months ago, by informal agreement between the District and the Union, **a joint "working group" on faculty evaluation was established** with Senate, TERB and PFF representation. That working group has been instrumental in proposing the MOUs that have been signed and has been developing concepts for refinement of the contract language in Article 17 – Evaluation as well. Other MOUs have been executed to clarify contract language regarding Preferential [Hiring] Consideration for Part-Time Faculty and Banking Overload Assignments [by Full-Time Faculty Members].

Our next negotiating session will be on Friday, December 9th. If you have comments or suggestions for contract negotiations, please direct them to Rocco Versaci at rversaci@palomar.edu.

**PFF EXECUTIVE BOARD ELECTIONS
 SPRING 2006**

Judy Dolan

The PFF will be holding elections in March 2006 for the following Executive Board positions for the two-year period of Spring 2006 through Spring 2008: Co-President from the full-time faculty; Co-President from the part-time faculty; 2 Executive Board members from the full-time faculty; and 2 Executive Board members from the part-time faculty. Per the contract, released time is available for both co-presidents.

A Nomination Notice and Notice of Election will be mailed to all PFF members on January 26, 2006; the deadline for PFF members to be nominated for one of the above positions is **Tuesday, February 7, 2006**.

As stated in the PFF Local 6161 Constitution, any PFF member in good standing may nominate candidates and/or run for office. A member in good standing is defined as one who has "submitted a validated membership application and who has paid dues for two months prior to the election." Membership applications of anyone considering running for office must be received by Membership Chair Roger Morrisette no later than Monday, January 30, 2006.

Your participation is very important to the union, so please consider running for one of the above EBoard positions.

For further information, please contact Judy Dolan, Elections Chair.



*Wishing you all a safe
 and relaxing break!*

CCC Stresses Value of Community College Education

Julie Ivey

The Community College Council meeting held in Manhattan Beach on Saturday, December 3, focused on several measures related to increasing state funding for community colleges and using funds currently available most effectively.

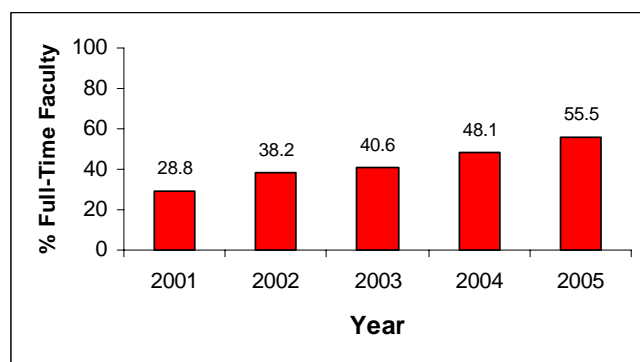
CCC President Marty Hittleman discussed his recommendations to the Strategic Plan for California Community Colleges, stressing stricter enforcement of measures to increase the number of full-time faculty to 75%, as mandated by AB1725. Other strong recommendations include increasing the Part-Time Equity fund and increasing the funding of part-time faculty office hours and benefits. One resolution drafted by F.A.C.C.C, the state Academic Senate, and other academic and legislative groups, calls not only for restoring Prop. 98 funds for education but also for dividing the Prop. 98 apportionments into separate K-12 and CCC pots so that demographic shifts in one group will not determine the baseline funding for the other, as happens now. Another resolution calls for rolling back CC tuition to no more than \$20 a unit.

Many of the CCC resolutions will be up for a vote at the CFT convention, March 24-26, 2006, in Sacramento. Several propositions have already been discussed in the faculty senate, RAC, the governing board, SPC, and other governance groups. Readers can review the latest developments by logging onto www.cft.org and clicking the CCC link.

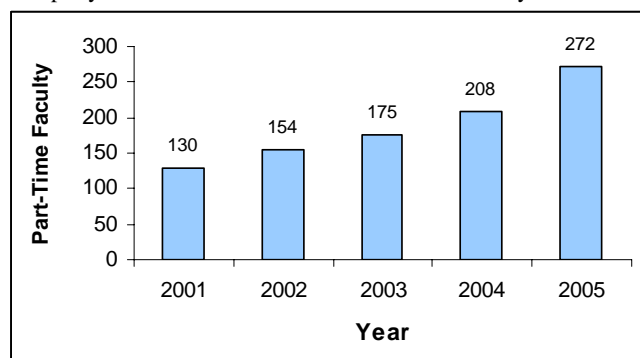
Membership Update - PFF is still growing strong!

Roger Morrissette

Hello PFF members! PFF membership is still growing stronger each semester. Full-time Faculty membership has grown by 7.4% since September of last year to a new high of 55.5%!



In the same time period, Part-time Faculty membership has grown even more rapidly with a current total of 272 Part-time Faculty members!



Let's all do our best to get our non-PFF colleagues to join before the new year so we can push our Full-time percentage over 60% and our Part-time Faculty membership over 300. Thank you!

PFF Institutes a Fair Share Fee to Non-Members

Rocco Versaci

With the ratification of the first contract with the District last April, the PFF began the process to institute a Fair Share Fee, whereby all members of the bargaining unit would share the financial responsibility for the union. The law that empowers employee unions to institute a Fair Share Fee exists because the union works hard on behalf of all of those in the bargaining unit, not just its members. Negotiating contracts, handling grievances, participating in college governance, and the tackling of a whole host of other activities take time and money, and lawmakers have rightly acknowledged that all of those who benefit should share in the costs. Beginning with the December paycheck, these costs will be shared by ALL faculty—not just PFF members.

The process to institute the Fair Share Fee included an audit—which was conducted in late summer/early fall—and a mailing to all non-members, alerting them to the fact that the PFF would be collecting this fee and giving them a 30-day window of opportunity to challenge its calculation. Not surprisingly, this mailing yielded a number of new membership applications due to the fact that paying the Fair Share Fee does not make one a member even though it is the same amount as regular dues (\$674/year for full-time faculty; \$17/paycheck for part-time faculty). Many faculty realized the obvious benefits of joining: participation in union committees, participation in union governance, voting rights on employment contracts, voting rights in elections (there will be an important one in the spring semester), etc. If you are a faculty member who has not yet joined and will be paying the Fair Share Fee, joining will give you a voice in PFF policy making. A downloadable membership form is available at www.palomarfaced.org. If you're already a member of the PFF, we greatly appreciate your support all of these years. If you haven't yet joined, it's never too late, and we welcome your membership.

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