



PFF Newsletter

Palomar Faculty Federation

AFT Local 6161
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PFF EXECUTIVE BOARD ELECTIONS SPRING 2006

The PFF will be holding elections from March 30-April 21 for the following Executive Board positions for the two-year period of May 2006 through May 2008:

- Full-time faculty co-president
- Part-time faculty co-president
- One full-time faculty Executive Board member-at-large
- One full-time faculty Executive Board member/Treasurer
- Two part-time faculty Executive Board members-at-large

Released time is available for both co-presidents and the treasurer positions.

A *Nomination Notice* and *Notice of Election* were mailed to all PFF members on January 26, 2006. As a result of the nomination process, several members have accepted Executive Board nominations and their names will be placed on the ballot.

As stated in the PFF Local 6161 Constitution, any PFF member in good standing may vote in the election; 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." Thus, a membership application must have been received by Membership Chair Roger Morrisette by December 30, 2005 and members must have paid dues through February 2006.

Look for your ballot to be delivered to your home address at the end of March/early April. Your ballot must be post-marked no later than April 20 in order to be counted on Friday, April 21 at 1 p.m.

Please consider how important your participation is in this election process and return your ballot expeditiously. For further information, please contact Judy Dolan, Elections Co-Chair at jldolan@cox.net.

CFT Part-Time Committee Report

Julie Ivey

The Part-Time Committee, a standing committee within the California Federation of Teachers, met on January 26, 2006 in Oakland. All CFT committees meet three times a year to discuss issues of concern within each group and to draft resolutions that will be taken to the annual CFT convention, to be held this year from March 24-26 in Sacramento.

At January's meeting, the discussion centered on SB 824, a proposed change in the ed code that would permit part-time faculty to teach up to an 80% load, rather than the current 60% allowed by law. This load increase would not affect the part-timer's hourly rate or afford the benefits and job security afforded to full-time, tenured faculty. The committee voted 8-2 in favor of SB 824 and has drafted a resolution to bring to the CFT convention for further debate and potential approval. The approval of multiple advocacy groups could bring the issue before the CA legislature for more debate and an eventual change in the ed code.

On Feb. 17, the PFF e-board voted to instruct PFF delegates to the convention to vote against this measure. Proponents say that the load increase would reduce the need for "freeway flyers" to drive to multiple campuses, permit department chairs to assign extra unfilled classes to existing good part-time instructors rather than hire new unproven ones, and enable PT faculty to become more involved with campus issues. More presence could lead to better job security, benefits, and faster movement towards pay equity. The increase would not threaten tenure, since the state mandate to increase full-time instructional hours to 75%, ("75/25") versus the current 53% in most community colleges, would not be affected by fewer part-timers teaching more hours each, as the number of PT instructional hours would remain the same.

Opponents say that an 80% load would make it more appealing for districts to hire low-paid part-timers willing to teach almost a full load without benefits or job security, as opposed to hiring more full-time faculty. Districts have found ways to get around 75/25 now, and the increase would make it even more attractive for districts to staff colleges with exploited, low-paid faculty. Pure favoritism, rather than teaching quality, could determine which part-timers get the extra classes and which ones would in turn be laid off. Educational quality would diminish, as well-rounded professors who have been tested through years of rigorous observation, screening, and evaluation to achieve tenure are replaced more and more by faculty who are hired with one phone call from a department chair and who will teach even more hours for abysmally low pay. Degradation of the profession can be the only result if this bill passes. (continued on p. 2)

DEPARTMENT REPRESENTATIVES NEEDED

The PFF Department Representative (DR) serves as a liaison between the union and the department. Currently, PFF members in 11 departments have volunteered to be DRs: Behavioral Sciences, Business, Child Development, Counseling, Earth Sciences, ESL, Library, Math, Physics & Engineering, ROP, and Speech & ASL. Their role as Department Rep is to:

- ✦ Be a PFF member in good standing and be knowledgeable of the faculty contract
- ✦ Maintain the PFF board space on department bulletin boards
- ✦ Promote PFF membership within the department
- ✦ Serve as PFF member outreach within the department
- ✦ Take departmental or constituent concerns to the PFF Executive Board
- ✦ Immediately refer all problems to the Grievance Committee
- ✦ Meet regularly with the Department Rep Coordinators
- ✦ Attend occasional PFF Executive Board meetings

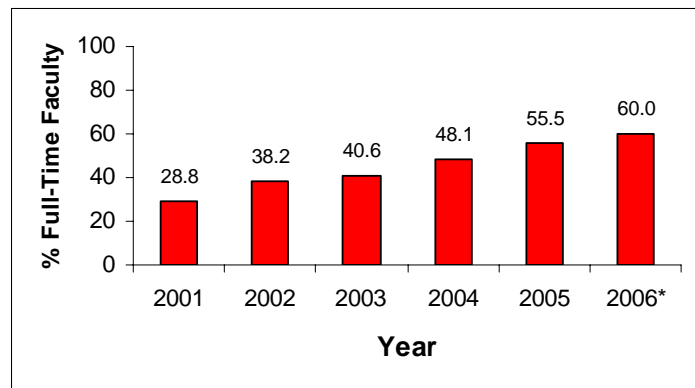
If you are a member of any of the other 25 departments or teach predominantly at one of the seven satellite centers and would like to serve as a PFF Department Rep, please submit your request to serve via email to Roger Morrissette, PFF Committees Chair at (rmorrissette@palomar.edu) or phone him at 760-744-1150, x3255. We could really use your help to improve communications among faculty members and their union!

CFT Part-Time Committee Report cont'd.

Watch for an update on how this bill, as well as how other PT Committee resolutions to lobby for increases in the equity, health care, and office hour funds for part-time faculty, does at the CFT convention in March.

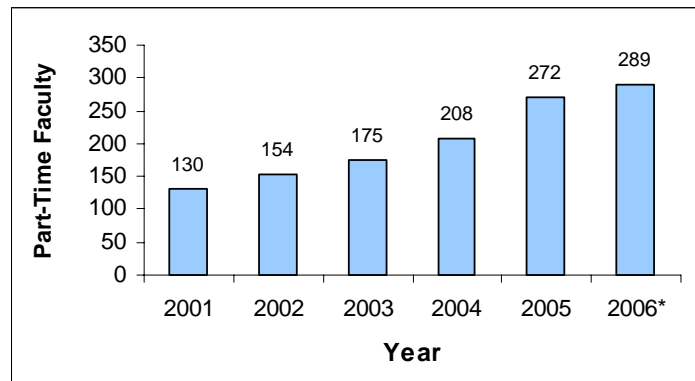
Membership Update PFF Full-Timers Break 60%! Roger Morrissette, Membership Chair

Hello PFF members! PFF membership is growing stronger each semester. Full-Time Faculty membership has grown to a new high of 60%!



*as of February 13

Part-Time Faculty membership is pushing 300!



*as of February 13

Let's all do our best to get our non-PFF colleagues to join before the semester ends. My goal has always been to get 75% of full-time faculty and over 300 part-time faculty members to be a part of the union. We are rapidly approaching that goal. Thanks for all of your help.

TLC

Treasurer's enLightening Corner

Jackie Martin-Klement, PFF Treasurer, taking care of your union dues with TLC!

Welcome to the Treasurer's Corner. Many positive changes have been instituted in the past year regarding the bookkeeping and accounting practices of the PFF Local 6161 Union. The purpose of this column is to 1) help educate you regarding some of the union terms related to its bookkeeping practices, and 2) keep you apprised of union dues, apportionments, expenses and commitments. In general, I will inform you of the financial health of your union.

For the first two years of the union's existence, the books were kept manually. During the 2004-2005 academic year, I continued in that practice, paying monthly bills and our local's share of the Per Capita Payments on a monthly basis. Basic monthly expenses cover items such as the rent of the PFF office, utilities, phone, fax and web site maintenance payments. Union dues are paid on a monthly basis, with apportionments going to the state and national teachers' unions.

As you know, after the institution of our contract last year, for the year 2005-2006, we were able to institute what is called an "agency fee." This is a significant step in the financing of a union organization, as the budget has now tripled in size. Now all union members and non-union members pay the exact same union dues, and the same proportion of those dues goes to the state and national levels, respectively. The dues are \$674.00/year for full-time faculty and \$17.00 per pay cycle for part-time faculty. Of a per cap (or per head) dues amount, each full-time member pays \$13.20 for National Per Capita dues, and each part-time faculty pays \$3.30 for National per Capita dues. For State per Capital dues, full-time faculty pay \$30.90, and part-time faculty pay \$7.53.

Three major events occurred last year as a result of the agency fee: 1) the budget tripled; 2) we converted from manual to QuickBooks accounting following agency guidelines; 3) we successfully completed: a) a pre-audit conducted by Rich Banner, CPA from the Washington, D.C. area (paid for by AFT) and b) a full audit by John Pooley, CPA from Los Angeles, paid for by our local. The cost of that audit was \$2,000.00. The auditors, both of whom specialize in auditing teachers' unions, found our books to be "in good shape."

Stay tuned for more questions and answers in coming issues.

Questions answered this week in the Treasurer's Corner:	Questions to be answered in upcoming Treasurer's Corner:	Topics to be covered in future issues:
<p><i>What is the difference between <u>member dues</u> and <u>agency fee dues</u>?</i></p> <p><i>What is Per Caps? Per Capita Payments. A portion of your union dues goes to the state level (California Federation of Teachers) and the national level (American Federation of Teachers) on a monthly basis.</i></p>	<p><i>What are union dues and how is the rate established?</i></p> <p><i>Is the union audited? How often?</i></p> <p><i>How much money is handled monthly, yearly in the union?</i></p> <p><i>How are political expenses handled?</i></p> <p><i>Who performs the membership tracking function in the union?</i></p> <p><i>What software is used for this function?</i></p>	<p><i>Treasurer/Membership duties merged into one position.</i></p> <p><i>Union to hire a part-time office specialist to assist with bookkeeping and general office and membership duties.</i></p>