

FACULTY FOCUS

Volume VI, Issue 2

November 2003

KNOW YOUR RIGHTS!

By: Charlotte Lofft

The US Supreme Court in the Weingarten case has ruled that an employee has the right to have a union representative present during any interview that may result in discipline. Please remember the following guidelines:

- ☞ You must request that a union representative be in attendance at the meeting.
- ☞ You must have a reasonable belief that discipline will result from the meeting.
- ☞ You have the right to know the subject of the meeting and the right to consult with your union representative prior to the meeting.

Rather than refuse to attend a meeting if a union representative is requested but denied, go to the meeting and repeatedly insist on your right to representation. If you fail to have representation, don't answer questions but take lengthy notes.

CalSTRS RETIREMENT INCENTIVES WORKSHOP

By: Robert Breuer

A workshop meeting to investigate a possible District offer of the new CalSTRS Retirement Incentives will be held on Friday, December 5 at 1:00 p.m. in the District Office, Room 120.

Come to this workshop if you have any interest in or questions about the ramifications of such an incentive being offered by our District. Faculty, administration and CalSTRS personnel will participate.

Directions to District Office [5020 Franklin Drive]:

I-580 to Pleasanton/Stockton
Exit Hopyard/Dougherty Road
Turn south-east onto Hopyard [going toward Pleasanton]
Turn Right (West) onto Stoneridge Drive
Turn Right (North) onto Franklin Drive
District Office on left side



What's inside this issue:

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CLPFA Exec Board

Charlotte Lofft, President
Dave Fouquet, VP – Chabot
Jane McCoy, VP – LPC
Tom DeWitt, Secretary
James Landre, Treasurer
Shari Jacobson, Membership-Chabot
Bob Breuer, Membership-LPC
Susan Sperling, Grievance-Chabot
Denise Van Horn-Landre,
Grievance – LPC
Wendy Wiseley, Part-Time Rep-LPC
Tim Date, Part-Time Rep-Chabot

Drop Us A Line

All are welcome to respond – Faculty, Staff, Board of Trustees and Administrators. Let us know what you think or just share a thought. Sent a letter to the editor or newsletter submissions to: Charlotte Lofft, Chabot or Las Positas College, or email cehlofft@att.net. Please remember that submissions on sensitive subjects may be subject to approval by the Faculty Association E-Board. If possible, please try to have newsletter articles on email.

THE VALLEY CARE HOSPITAL COMPONENT OF THE CHABOT NURSING PROGRAM: NEGOTIABLE ISSUES

By: Charlotte Lofft

Partnerships with private enterprises are increasingly attractive to educational institutions since the private sector frequently has the money to fund projects that might otherwise be impossible to pursue. Accordingly, this article has broad ramifications for all faculty even though the subject is narrowly applied to the Chabot Nursing Faculty.

If you or your colleagues are in programs where your college is partnering with private industry, the resulting agreement may affect your working conditions. Remember that all issues of salary, hours, and working conditions of employment are mandatory subjects of negotiation and that the FA is the only appropriate body to negotiate with the District. Contact the FA when you become aware of any partnerships that will affect your working conditions.

Valley Care Hospital in Pleasanton approached the District about a year ago with the need to staff for the current and projected acute Nursing shortage. The shortage is expected to peak about 2010, and all data agrees that it is truly severe.

Valley Care and Chabot College Nursing Program have agreed to expand the Chabot College Nursing Program with the additional students placed in Valley Care for clinical experience. This may enhance the ability of Valley Care to hire more Chabot Nursing graduates as they have been exposed to Valley Care in depth as students.

What is special about all of this is that Valley Care will fund the salary and expenses of the extra faculty, making the project cost-neutral to the District.

The FA entered the scenario in order to negotiate the impact effects of the project vis-à-vis salary and working conditions of the Nursing faculty. The major issues are summarized below:

We have an agreement that states the faculty hired for Valley Care will be Chabot College faculty paid on our Faculty Salary Schedule and members of the FA.

The Chabot Nursing faculty will retain all academic freedoms related to admission standards of students, grades, curriculum, and retention.

A major negotiable issue related to Distance Education. It is not mandatory that our faculty teach Distance Education, and Valley Care wanted the courses delivered to the Pleasanton hospital site via television.

The FA negotiated that Distance Education will be optional for the Nursing faculty and that the Nursing faculty may be paid by Valley Care for extra time in developing DE courses. It is important to note that the Nursing faculty is generally enthusiastic about DE delivery, and that the FA was mainly interested in protecting the long-standing discretionary nature of this educational medium. A system of distributing the exams from Chabot College to Valley Care was agreed to for Nursing faculty who don't wish to place their exams on Distance Education.

Intellectual property rights, release time for the Chabot Nursing Director, and maximum class size of the Nursing classes were part of the agreement.

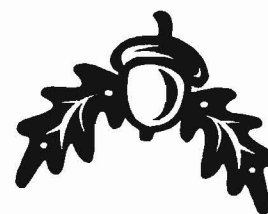
It was agreed that the FA-District Contract provisions would be the only appropriate means of evaluating Chabot College Nursing faculty participating in this project.

This Fall Semester there is an additional ten students in the Chabot College Nursing Program. They will be placed at Valley Care Hospital for their clinical placements. It has been exciting and challenging to have this opportunity in place for the public and to help our community entities such as Valley Care. Indeed, this project has been an opportunity for the FA and the District to work together to make this dynamic and innovative program happen in a way that preserves faculty rights and responsibilities.

General Membership Meetings 2003-2004 Chabot College, Room 1904

November 20 12 – 1 p.m.

*Please come join in. Your
input is welcomed and
necessary!*



Executive Board Meetings

*Meetings are held at
From 2-5 p.m. at
Frankie, Johnnie & Luigi's
11891 Dublin Boulevard
Dublin CA*

November 21
December 12



**Grades Due
To Records Office
January 2, 2004**



CHABOT-LAS POSITAS FACULTY ASSOCIATION (CLPFA)

FACULTY SURVEY ON CalSTRS RETIREMENT INCENTIVES

As you may know, the CLPFA (Faculty Association) will be asking the District to consider the new CalSTRS Retirement Incentives recently signed into law (AB 1207). The so-called "2+2" would allow for an additional two years of service credit and two years of the age factor, and there is another option that would only allow for the additional two years of service credit. For purposes of this survey, we'll call these options either "2" or "2+2". For online details, go to www.calstrs.com, and click on *CalSTRS Announces Retirement Incentive Programs*.

Since the retirement incentive must also result in a financial savings to the District, CLPFA needs the information below to help the District in assessing the feasibility of making such an offer to our senior faculty. The CLPFA needs to have this survey information to work with the District in considering the costs and benefits of any potential "2" or "2+2" Retirement Incentive, which may be offered.

A workshop meeting to investigate a possible District offer of the new CalSTRS Retirement Incentives will be held on Friday, December 5 at 1:00 p.m. in the District Office, Room 120. Come to this workshop if you have any interest in or questions about the ramifications of such an incentive being offered by our District. Faculty, administration and CalSTRS personnel will participate.

Each person is a separate calculation. As a baseline, we are using the end of this school year, June 2004. Please check or fill in the appropriate information:

Indicate your eligibility for the incentive(s):

- ☐ As of June 2004, I would be among the eligible faculty being age 55 with 5 years of service, or over age 50 with 30 years of service.

Indicate the likelihood of your commitment to taking an incentive offer:

If the District offered the CalSTRS "2+2" Retirement Incentive (effective June 2004),

- ☐ I would most likely take it. ☐ I might possibly take it. ☐ I would not be likely to take it.

If the District offered the CalSTRS "2" Retirement Incentive (effective June 2004),

- ☐ I would most likely take it. ☐ I might possibly take it. ☐ I would not be likely to take it.

Indicate the basic data needed to compute your CalSTRS benefits:

As of June 2004, I will be _____ years, _____ months old.

As of June 2004, I will have _____ years of total CalSTRS credited service.

(Check your CalSTRS annual service statement or check with CalSTRS)

Comments or questions:

☐ Chabot ☐ LPC

Name: _____

Please return survey by December 12, 2003 to the CLPFA Ballot Box in your campus mailroom.

FACCC is looking out for us in Sacramento!

By Robert Breuer

Like most of our teaching colleagues I am a member of the state-wide FACCC (Faculty Association of California Community Colleges) in addition to being a member locally of CLPFA (Chabot-Las Positas Faculty Association), I am very enthusiastic about FACCC and I'd like you to know why. While our Faculty Association works hard at looking out for our interests locally in this District, it does not address nor can it handle statewide professional issues. Instead, that is what FACCC does. Indeed FACCC alone advocates solely for all community college faculty. So, along with so many of you, by affiliating with *both* District level and State level representation, we know that our interests are fully represented. And that reflects the reality of how our colleges are both funded and governed.

Faculty ought to see the big picture. Nearly every aspect of our professional lives as community college faculty – from hiring practices to retirement benefits – are controlled by State level governmental entities. Far more than the local CLPCC District Board of Trustees, it is the California legislature that most often calls the shots and makes up the priorities. Once you see this picture for what it is, you quickly come to realize how legislative activities in Sacramento affect community college faculty in our daily lives. We ignore this reality at our own peril. Simply put, the unique key play acting daily on our behalf in Sacramento is FACCC.

Beyond the items in our contract that control my working conditions, by far most of what really controls my professional life and my pay comes from Sacramento and therefore most of what we do is actually a State issue. *That* is what FACCC is for. And *that* is precisely why *all* of us need to be affiliated with and be supporting members at both levels. Some faculty in our District are confused. Some even think that our Academic Senates address these matters. Many don't realize that CLPFA is active only locally, that ours is an independent union, unlike CTA/NEA or CFT/AFT that include a bundled local/state/national affiliation. FACCC is unconnected with other union or labor organizations. It is instead a professional membership organization exclusively concerned with *our* professional issues. In this District, faculty benefit from a far lower dues structure. But without FACCC we'd be missing the boat entirely in Sacramento where the "rubber hits the road", the place where most of the rules are made and the money comes from for community colleges.

FACCC is our voice in Sacramento, respected and recognized by Democrats and Republicans alike as a highly effective and reliable advocate on the full range of community college issues. FACCC sponsors statewide and regional conferences and workshops on a broad range of topics specifically for community college faculty. In its 50 years of existence, FACCC has an impressive list of accomplishments, including:

- Improvements to CalSTRS retirement benefits
- Community college budget enhancements
- Shared governance and program based gains
- Recognition and support of adjunct faculty needs
- Creation of the Statewide CCC Academic Senate
- Faculty seats on the CCC Board of Governors and CalSTRS

Through its highly relevant and well-written, timely publications and weekly email reports, FACCC keeps me in contact with what is going on State-wide. I feel good knowing that I am doing my professional part by supporting the organization that so effectively supports us, supports our students and our colleges. As our unified voice at the State Capitol, FACCC indeed is looking out for each of us.

For a FACCC membership application or more information just contact Robert Breuer, LPC membership or Shari Jacobsen, Chabot membership. Or go online to www.faccc.org to keep track of what FACCC is doing.

The Faculty Association Political Action Committee*by James Landre*

In the spring of 2003, the faculty voted to establish a Political Action Committee (PAC). As treasurer, I have been responsible for researching and putting this into place. I quickly discovered that there are many types of PACs. Ours is called a *recipient committee PAC*. This type allows us to collect contributions and to use these funds to support candidates running for elected office in Alameda County. We are not permitted to contribute funds to candidates or ballot measures in other counties. To do so, we would have to establish a PAC in each county. The main purpose of our PAC is to contribute funds to candidates running for the CLPCCD Board of Trustees. The first election we will be involved in is the BOT in fall of 2004.

Our PAC is funded via your union dues. We have not increased dues to the fund the PAC. Instead, we have redirected a small portion of your dues to the PAC. The contribution is as follows: \$2.00/month for 10 month pays and \$1.67/month for 12 month pays. This only applies to fulltime FA members. There are several categories of faculty who do not have dues redirected to the PAC. They are: adjunct faculty, Agency Fee payers and Reduced Agency Fee payers.

A three-person board under the control of the Faculty Association Board handles the administration of the PAC. The three members are: Charlotte Lofft, Shari Jacobsen and James Landre. Please feel free to contact these individuals if you have any questions.

Helpful Tips**Accessing voice mail from off-site:**

Chabot: dial 723-7000, after the tone hit the 9 key, enter your phone extension and your code.

LPC: dial 373-4991, after the message type in your phone extension, enter your password, and hit 3 to access messages.

Accessing email from home:

LPC: You can gain access to your Group Wise email account through the Web. Type:

<http://gw5mail.clpccd.cc.ca.us:8000> in the address bar of your computer's browser. Then select the **Group Wise Email Login** link. This page also has links to the home pages for the district and both colleges, as well as a link to Class Web.

Junk Mail

The new groupwise email system has a built in junk mail handling program, which is quite easy to use and set up. Within your groupwise you have two avenues:

- (1) Click "Open". Click "Junk Mail Handling". You can preset your system.
- (2) Within your groupwise mailbox, right mouse click the desired message. Click "Junk Mail", Click "Block Sender".

CHABOT-LAS POSITAS FACULTY ASSOCIATION MEMBERSHIP APPLICATION FORM

Dues Structure:

Contract and Regular Faculty: \$39.00 per month for each of ten months (\$390 annually)
\$32.50 per month for each of twelve months (\$390 annually)

Part-Time (Adjunct) Faculty \$10 per month for each pay period*

**Non-continuous employment may require filling out a new form upon re-employment.*

Please return this entire form, including the Payroll Deduction Authorization below by campus mail to: Jim Landre, CLPFA Treasurer, Las Positas College

Name:

College: ☐ Chabot ☐ LPC Division _____
/Area: _____

Phone numbers are options, but appreciated:

Phone (O): () (H): () **Cell:** ()

Email address other than college: _____

Home Address (optional): _____

Payroll Deduction Authorization Form

To Chabot-Las Positas Community College District:

You are hereby authorized to deduct from my regular salary warrants the amount for organizational dues payable to the Chabot-Las Positas Faculty Association (CLPFA), and transmit these deductions to the Chabot-Las Positas Faculty Association without further liability to the District. This authorization shall remain in force until modified or revoked in writing to me, or by the Chabot-Las Positas Faculty Association.

Date: _____

Social Security Number: _____

Name: _____

Signature: _____

Status (Check One)

☐ **Contract/ Regular**

☐ **Part-Time (Adjunct)**

College (Check One)

☐ **Chabot**

☐ **LPC**

Just tear out this page, fold in thirds with Jim Landre's address on opposite side showing, and place in Campus mail. Thank you.