



Part-Time Faculty Committee Meeting

March 6, 2023
11:08 a.m. – 12:15 p.m.

Members Present: Carol Whaley, David Milroy, Dennis Smith, Desiree Montenegro, Donna Frankel, Douglas Dildine, and Carol Whaley

Guests: John Govsky, Cynthia Mahabir

Members Absent: Cornelia Alsheimer-Barthel, Deirdre Frontczak, Ron Kleinman

Staff: Herlim Li

Call to order: The zoomed meeting was called to order by chair, Desiree Montenegro at 11:08 am after a quorum was present.

Minutes/Note taker duties: Will be rotated. Donna Frankel offered to take notes for this meeting.

Approval of Feb. 6 Minutes: Motion by David Milroy, 2nd Donna Frankel Minutes approved as read.

Check-in w/members:

Dennis at Los Rios reports that the governing board of the Los Rios faculty union has created a **standing Part-time Faculty Issues Committee** whose primary task is: *To identify significant contract and representation issues of concern for the Adjunct Faculty of the Los Rios College Federation of Teachers and to recommend options to the governing board for addressing those issues and improving the wages, hours, and working conditions of said faculty.*

The committee structure was modeled after the Adjunct Faculty Issues Committee set up by the L.A. Faculty Guild more than a decade ago. The members come from each of their four colleges.

Donna at Foothill praised the committee for their work, activism, and energy. She appreciates the support received from many members on her current teaching situation.

Doug at Diablo Valley reports that his union is negotiating 100% PTF health benefits to be identical to what their FTF receive. Rehire preference and seniority are also being renegotiated due to the fact the present policy is no longer meaningful-if everyone has identical status. Doug mentioned **Jeff Michels**, English FTF, former president of CCCI, chair of the Bay 10, which meets monthly, FACCC legislation writer, and President of United Faculty, his Contra Costa College union, is now the executive HR director and Vice Chancellor, making some good changes in favor of faculty. For example, PTF office hours and governance/committee work is now paid at teaching load rates, not at the PTF release rate. The union is working on Article 25—scheduling. A new area for negotiations is using pretax dollars for prescriptions and co pays with everything else paid by the district.

Member Feedback:

The FACCC PT Committee agrees that the key to success for **the PT Faculty Symposium was the broad-based support of every organization** which generated large attendance and many positive comments. This was instrumental in the understanding and acceptance of the One Tier System, and brought together organization endorsements, so very useful in moving toward the 1 tier solution. It will take FACCC, ASCCC, FACCC PT Committee, FACCC Policy Committee, local efforts, legislative, legal and grassroots to close the gap between the tiers. Stressing that one faculty contributes to local services and making colleges stronger will help sell the plan to FTF.

FACCC is the logical force to bring every organization together behind this movement without threatening individual organizations. FACCC has the broader, stronger strength, resources and reputation needed for effective coordination.

Closing the pay gap between FT and PT will make the one tier system easier to accomplish, as will pushing for 100% instead of 67% loads. It was explained that with two bills to increase the PT load at any one district, supported by everyone but Gov. Newsom, the time is not right to press this legislatively until there is either a new governor or change of Newsom's mind.

EDD/UI: There was a questions about who has taken Stephanie's place as the FACCC contact with the EDD. To date we have no one person on FACCC or union EDD Contacts, and the EDD rules have some changes.

Communication and Outreach:

Desiree explained that all the fine work we are doing needs visibility. Without sharing out what we are doing via emails and regular communication, we won't get where we need to be.

Dennis reminded us to be sure to have communication go through FCCC's chain of command. This is important for assurance of effectiveness and funding, said Desiree. David reminded us that the sharing of ideas of all groups by reporting out the communications builds energy and will help with FACCC moving to support our efforts.

The new PTF Taskforce under the name "**Campaign for Faculty Equity**" (CFE) has been meeting weekly planning and coordinating a zoomed follow-up workshop on **April 28, 2023** with the goal of bringing PTF onboard with the **One Tier System** was announced by David. An immediate project is to have a One Tier System Fact Sheet prepared in time to hand out at the PTF table during the **Advocacy and Policy Conference in Sacramento March 18-20**.

To gain traction for the **One Tier System** we need to be collaborative, focused, powerful, connected, and united in our goal.

Desiree offered that FACCC will supply a **PTF table** in the lobby during the A & P weekend with stickers and other swag, which needs to be manned by volunteers from this committee who have paid their registrations for the conference.

FACCC Membership promotion is a goal of the table and for every project we have. The more FACCC members, the more financial strength FACCC has to help us with our goals. It was pointed out the A & P Conference is not yet in the black.

Next Steps:

Planning for next year's **FACCC PT Symposium** needs to begin soon, highlighting the many small wins throughout CA. to motivate everyone. We need to carefully explore partnerships with other organizations.

Cynthia is working on a **White Paper on the 1 tier system with Deirdre**. Once crafted and drafted, our committee needs to review it so it can be recommended to go to the Board of Governors (next meeting is March 17) for a vote. If approved by the board, it can go to the Leg Committee for preparation for the 2024 legislative session. From there we look for authors for the bill in Nov. with the deadline of Feb. 2024 to be introduced as a bill.

Legislative:

David reports that SDAFA is working on an equal pay for equal work bill. He sent out a "Fair Employment Legislative Proposal and Summary OF SDAFA Leg docs.

He introduced our guest, Dr. Cynthia Mahabir, who discussed the first draft document of a position paper from David Morse. Our second guest is John Govsky, CFT who has subject matter expertise on the one tier system. Together they serve on the CFE Task Force working on a strategic plan which will encompass the equal pay for equal work and raising the cap as part of the bill smoothing the way for the one tier system. John Govsky says there is no bill yet for the one tier system, but this is one of the future goals.

Motion to extend our time by 15 minutes made by David, seconded by Donna.

The pros and cons were discussed of having a **PTF rep on COFO**, which has never had a PTF voice. One idea to have a parallel COFO for PTF with representatives from each organization. Another was just one PTF rep on COFO where action takes place, but a single voice may be lost. We need to explore the most constructive and united PTF strategy.

Advocacy and Policy Conference:

All Committee Day is Saturday, March 18.

A & P Confrence is Sunday, March 19.

Annual FACCC Lobbying Day is Monday, March 20.

For information on PT visits, contact Soni Huynh. David and Cynthia will be representing us.

Herlim will be putting out a poll for our next meeting in April. This will be likely on a Monday at 11am, as that seemed to be a good day and time for them members of this committee.

Motion to adjourn at 12:15pm by David, Dennis Second.

Respectfully submitted by Donna Frankel