

00:35:24 Kate Disney: Was yesterday recorded?

00:36:31 Lidia Stoian | FACCC: Hi Kate, part of the day was recorded and we will share with everyone on Monday. Thank you so much for joining us.

00:37:16 David Milroy: Most arts were recorded, some were left unrecorded for increased candidness.

00:37:38 David Milroy: Most parts....

00:43:21 Deirdre Frontczak: Will it be possible to get a copy of Leticia's slides?

00:43:50 Arnie Schoenberg: Yes

00:44:09 Arnie Schoenberg: we'll try to post a symposium proceedings soon

00:53:32 Laurel Hartley: Can you explain the short-term certificate?

00:54:13 Sally Saenger: I'll propose the Q

00:54:40 Arnie Schoenberg: This is what John Govsky was mentioning yesterday; no full-time jobs, no plan to make them.

00:55:12 Scott Douglas: I would assume it's things like a certificate to be a welder or a mechanic... Is that correct?

00:55:50 Hortencia Nevarez: 60 units is correct!

00:56:35 clairethorson: 16 or more units for Certificates of Achievement under the SCFF

00:57:02 clairethorson: Non credit certificates too, Non credit teachers have different Min Quals.

00:57:23 Terri Taylor: Note just Vocational Programs!

00:57:44 Terri Taylor: sorry ' Not'

01:00:09 Jessie Paisley: this document outlines what the minimum quals are by disciplines from the Chancellors office - you can see the list of BA or lower starting on pg 51 https://asccc.org/sites/default/files/Minimum_Qualifications2018.pdf

01:00:44 Terri Taylor: Does Actor-Bias impact PTERS more at faculty Evaluations or Hiring Interviews?

01:02:06 Valerie Chau: yes. bias really affects our part time evals.

01:02:10 Valerie Chau: the '

01:02:16 raymond brennan: Thanks Jessy.

01:02:31 Valerie Chau: the 'peer' evaluator professor has no idea of the classroom culture when seeing it only once

01:02:50 Valerie Chau: can you put that book title in the chat

01:02:59 Geoffery Johnson: This is why Adjuncts need to be involved in shaping the evaluation process, not simply being subjected to it.

01:03:24 Valerie Chau: we get so little input into anything at our colleges even though we are 3 times as numerous as the full time professors

01:03:25 Arnie Schoenberg: <https://www.amazon.com/Whistling-Vivaldi-Stereotypes-Affect-Issues/dp/0393339726>

01:04:03 Valerie Chau: part time faculty are much more diverse than the full time professors we work with.

01:04:07 Carlyne Allbee: Thank you for the link Arnie Schoenberg. That was quic!

01:04:14 Rick Baum: Calif state chancellor Datamart data can be inaccurate

01:04:15 Valerie Chau: but the drive for 'diversity' in hiring ignores us

01:05:10 Arnie Schoenberg: Data mart: <https://datamart.cccco.edu/datamart.aspx>

01:05:41 Sue Broxholm: Yes Valerie!

01:05:45 Valerie Chau: some of us wanted to bring current data on part time issues to the attention of the California wide Academic Senate - but they quashed our committee and ignored our work

01:08:48 Valerie Chau: the increase in part time tenuous faculty has harmed the faculty and students BUT it is not OUR FAULT!! It is because we are lacking offices, pay, mentoring

01:09:27 Valerie Chau: Dr Leticia, you are a hero for caring and for your excellent presentation

01:10:39 David Milroy: It's called professional integrity folks!

01:11:01 Catherine Matheson: Thank you David!

01:11:13 Scott Douglas: You need only look at what we are paid to identify that it's not about pay.

01:12:03 Valerie Chau: yes. I work 3x as many hours each week as I am paid for. I feel a great sense of honor to help the students because they are poor like me

01:12:06 Debbie Klein | FACCC: Dr. Leticia, I wonder if you've had a chance to share your research (and this presentation) with the Chancellor's Office?

01:13:12 Valerie Chau: not only is there no hiring of us adjuncts BUT also I have an MBA and a JD as well as degrees in Math. And I could be of great service to any company that hires me.

01:13:30 David Milroy: I have never been in a college/ union meeting where learning/academics/students were used as the reason for spending more money on PT faculty.

01:13:57 Sally Saenger: Good Q Debbie.

01:14:29 Donna Frankel: In Texas it is 15% of budget that is allowed to go to non-instruction, in CA it is 50% and some districts are over this figure-but manage to avoid fines instituted for going over the 50% law.

01:15:11 Rachel Mitchell:an investment in ALL faculty = an investment in ALL students

01:15:16 Valerie Chau: the real ally we need is the UNIONS. without this, we can not win

01:15:27 Dana DeMercurio: RACHEL = Yes!!!

01:16:22 Scott Douglas: For PT, such discussions with students is a way to not be rehired, do you think?

01:16:45 Valerie Chau: Scott: you are correct. if a student complains, you, the part timer will not get work in the future.

01:17:06 raymond brennan: True, Valerie. And we need those unions--and other allied organizations--to work together; they cannot make much headway if all aren't pulling in the same direction, supporting the same legislation.

01:17:08 Rick Baum: The ones who make too much are administrators.

01:17:08 Valerie Chau: but often my students ask me what I am teaching next semester and often I don't know until the end of a semester

01:17:10 Donna Frankel: But Valerie, our unions-except for Butte-Stacey Burke's union, are not democracies. Look at the number of FT vs PT on any CA union EC! They even have trouble filling FT seats-and PT would like at least 50% of seats.

01:17:45 Deirdre Frontczak: Arnie, thanks for the link. Just bought.

01:17:49 Valerie Chau: the unions should be required to have a proportionate number of part timers running the union as there are in the bargaining unit

01:18:06 Valerie Chau: I am making only 20,000 or less

01:18:18 Scott Douglas: Right Donna. Even if the union has spots for PT, taking those is another reason not be rehired.

01:18:35 Arnie Schoenberg: L. Pastrana 2019 "Connection Matters: A New Cultural Anchor for Mediating Part-Time Faculty Value"
<https://escholarship.org/content/qt8w59d9mw/qt8w59d9mw.pdf>

01:18:42 Valerie Chau: even being part time token in the union won't allow your voice to be heard in our union

01:19:27 Rachel Mitchell: it's interesting to me that as we have continued discussions about Equity at the Chancellor's office and on our local campuses, that we never talk about "campus equity" and the part-time faculty issue and how this interacts with Guided Pathways, which research has shown, when adjuncts are promoted & empowered is what makes the model successful (in terms of success, completion, transfer)

01:19:42 Susan Reno: When I wave my hands it's virtual clapping... 🙌👏🙌👏

01:20:33 Valerie Chau: Rachel: that is why I believe the faculty who are all talking about 'diversity' are FAKE and hypocrites - their long term ignoring of us diverse part time faculty

01:20:53 Sue Broxholm: Yes Valerie!

01:21:21 Dana DeMercurio: Agreed Valerie. The term "diversity" is agenda-based

01:21:22 Valerie Chau: what program are you talking about that is fully funded for PhD?

01:21:46 Dana DeMercurio: and we are not part of that agenda

01:21:55 Valerie Chau: As a woman with autism and also partly blind I really really DISLIKE the fake diversity talk

01:22:12 Ron Paquette: Thank you Leticia, great presentation.

01:22:44 Deirdre Frontczak: Rossiter has \$15K grants to do that kind of esearch

01:22:46 Arnie Schoenberg: <https://rossier.usc.edu/>

01:23:05 Rachel Mitchell: Thank you Dr. Pastrana. Appreciating your work very much. Excellent presentation.

01:23:21 Arnie Schoenberg: Tenurism

01:23:44 Carlyne Allbee: Geof Johnson - not only did Dr. Leticia Pastrana do her doctoral thesis based on PT Faculty, but Mariette Rattner in the School of Business and

Technology at our campus, Mesa, also did one concerning PT Faculty. Not sure what you mean't by "serious research"

- 01:24:21 Valerie Chau: social class impacts US !!! We are largely from poorer backgrounds
- 01:24:22 David Milroy: K-12 is better funded than CC per student.
- 01:24:42 Donna Frankel: I would love to see Dr. Pastrana's presentation given to the administrators statewide conference! They need to hear and understand this even more than us.
- 01:24:44 David Milroy: We are the lowest funded per FTES
- 01:24:56 Karyn Bower: Just a quick reminder of a question I saw earlier in the chat. Is there a Power Point link that could be shared?
- 01:25:01 Karyn Bower: Thank you!
- 01:25:10 Valerie Chau: Geoffery: what about us adjunKs who are from very poor backgrounds???? I don't care what color you are - start talking about poverty
- 01:25:12 Geoffery Johnson: Carlynne. This is not to cast aspersions on what has been done, but Dr. Pastrana was pointing out there are gaps in how the issue is being looked at.
- 01:25:24 Valerie Chau: It is MORE class bias than racial bias
- 01:26:13 Arnie Schoenberg: You can't argue more or less when they are interconnected.
- 01:26:18 Valerie Chau: students from poor backgrounds attend high schools with fewer resources REGARDLESS of race!
- 01:26:24 Dana DeMercurio: We need a cultural revolution centered around education
- 01:26:34 Geoffery Johnson: Valerie, what are you addressing me on? Aren't you talking about what Rick said?
- 01:26:35 Valerie Chau: when the schools talk only about race, they leave out most of us who are from generational poverty
- 01:27:01 Rachel Mitchell:@Dana—YES!!!
- 01:27:11 Dana DeMercurio: Thanks Rachel!
- 01:28:18 Carol Whaley: Even if we don't come from poverty, we are forced into poverty by our poor employment conditions!
- 01:28:27 Valerie Chau: yes, true, Carol.

01:28:49 Valerie Chau: but the insistence today that only RACE matters and should be addressed is EVIL and WRONG.

01:29:01 David Milroy: Lip service is cheap.

01:29:31 Dana DeMercurio: @Carol - agreed. I lost sleep last night after Rick Baum (attendee) said SF City College laid off 250 adjuncts. I wanted to buy a house next year but I am terrified I will be unemployed

01:31:22 Terri Taylor: Disagree, when I was first hired I believed that 75/25 would be enforced.

01:31:45 Donna Frankel: David Milroy is correct-many leaders tell us what we want to hear-then vote against our cause, keep us as an under class because we are the bargains of the colleges and they hope to ignore us permanently.

01:31:46 Carol Whaley: As in many sections of society, many of us are not going to achieve the same economic level of security as our parents much less do better. I'd like to see the stats on the numbers of PT college faculty who are eligible for and receiving social services (food stamps, MediCall, etc).

01:32:10 Valerie Chau: I come from generations of uneducated Gypsies. None went to college.

01:32:28 Phyllis Eckler: The truth of the matter is that colleges would not be able to afford the pay, benefits and perks for FT and administrators without the low pay for PT. So they have avested interest in not changing the status quo.

01:32:29 Valerie Chau: my parents didn't graduate high school.

01:32:47 Rachel Mitchell:which college?

01:32:56 Geoffery Johnson: AFT National survey and Berkeley Labor have found 25% of faculty are on some form of government assistance.

01:33:22 Geoffery Johnson: adjunct faculty.

01:33:23 Carol Whaley: Dr. Pastrana is at Imperial Valley College

01:33:40 Rachel Mitchell:thank you Carol, I came in a few minutes late :)

01:33:53 Carlyne Allbee: We are having a very welcome hard rain here east of San Diego. I just heard thunder. If I disappear, it is due to weather, not lack of interest.

01:34:18 Carol Whaley: I wonder how many of us qualify for government assistance but either don't know or are too embarrassed to apply???

01:34:28 frank cosco VCCFA: fcosco@vccfa.ca

01:34:28 Arnie Schoenberg: I also heard screams of joy that Trump is gone...

01:35:01 Arnie Schoenberg: Background info:

01:35:03 Arnie Schoenberg: <https://cpfa.org/events/>

01:36:40 Donna Frankel: That number is escalating, Geoffery, due to the huge numbers of recently bumped and terminated PT during the Pandemic shortfall of funding, plus packing numbers in FT on-line classes knowing so many students drop on-line. My division is down some 30 PT since the Pandemic!

01:36:59 Arnie Schoenberg: <https://www.amazon.com/Equality-Contingent-Faculty-Overcoming-Two-Tier/dp/0826519504>

01:37:10 Susan Krug: I have subsidized Covered California health insurance. I had no choice, really.

01:37:24 David Milroy: Yep..unions have the power to make great improvements..if they want to....or not....

01:37:31 Dr. Angela Sadler Williamson: Thanks, Annie!

01:37:59 Carol Whaley: @Phyllis that's why we need legislation to force pay parity. Relying on unions to bargain it will never achieve it because the unions are overwhelmingly controlled by full-time faculty.

01:38:11 David Milroy: This sounds like the CSU system for lecturers...with a few very minor differences.

01:38:15 Dr. Angela Sadler Williamson: Arnie! Sorry....

01:38:55 Geoffery Johnson: How does this apply to shared governance, committee works, other non-instructional activities.

01:39:58 Arnie Schoenberg: I'm pretty sure it is also proportional

01:40:27 Carol Whaley: @Geoff - All instructors have obligations to those non-instructional obligations proportional to the amount they teach.

01:41:14 Phyllis Eckler: You're right @CarolWhaley! But in my District, even when the legislature and Governor offered more money for PT office hours in the last two years, PTers in our District did not see a penny of that \$.I asked the union about the money - crickets

01:41:27 Valerie Chau: Jack: I agree we need the VCCC model here.

01:41:43 Dana DeMercurio: @phyllis - which district are you?

01:41:53 Phyllis Eckler: L.A.

01:42:21 Arnie Schoenberg: CoCAL proposal: https://cpfa.org/wp-content/uploads/2020/11/COCAL-Proposal-to-End-Contingency_018.pdf

01:42:52 Terri Taylor: Lack of Meaningful Seniority is often how our unions trade away PTER rights to management.

01:43:01 Arnie Schoenberg: Nursing example: <https://cpfa.org/wpcontent/uploads/2020/11/2-Seniority-Chart-1.pdf>

01:43:02 Deirdre Frontczak: Thanks Arnie. You beat me to the request.

01:43:39 David Milroy: I wonder how FT salaries compare between California and VCC? It's hard to give great FT salaries without a huge pool to exploit.

01:44:31 Geoffery Johnson: I like the protection of seniority for part-time faculty who choose to remain so.

01:45:12 Valerie Chau: stop the hiring of full timers from OUTSIDE The school unless the department doesn't have ANY qualified part timers?

01:45:15 Rick Baum: Please share information about the VCC model with people at your colleges. Too often, we are told there is no alternative to our current conditions--this proves there is an alternative that treats us equally. I have been teaching part-time for over 40 years. Until recently, sadly, I was not familiar with the VCC alternative.

01:45:20 Carol Whaley: That seniority BS hit me this semester. A FT instructor was hired in my department in January. With one semester of service, her load took precedence over mine (20 years service) and I (and all the other ptrs in my department) have no classes this semester because of low enrollment.

01:45:35 Sue Broxholm: Is there a good article or information sheet to give to people like a college president to explain the Vancouver model?

01:45:40 Sue Broxholm: Yes Rick!

01:45:55 Arnie Schoenberg: Program for Change: https://cpfa.org/wp-content/uploads/2020/11/ProgramForChange_07-20-2016_006.pdf

01:45:59 Dana DeMercurio: @carol - what college?

01:46:00 Scott Douglas: Yes. As was noted yesterday, note giving PT job security, etc. need to be discounted because of lack of budget.

01:46:05 Keith Hoeller: Frank Cosco has written a short article about the VCC model.

01:46:40 Keith Hoeller: Perhaps he can distribute it

01:47:22 David Milroy: Program for Change: https://cpfa.org/wp-content/uploads/2020/11/ProgramForChange_07-20-2016_006.pdf

01:48:21 Carol Whaley: <https://cpfa.org/job-security-cosco/> Article by Frank Cosco in the CPFA Journal

01:48:36 Dana DeMercurio: thanks Carol

01:48:44 Arnie Schoenberg: CPFA consolidated a few resources here: <https://cpfa.org/program-for-change/>

01:48:51 Carol Whaley: @Dana San Diego City College

01:50:13 Terri Taylor: Need for Pter Equity!

01:50:44 David Milroy: Is this proof that Canadians are just nicer?

01:50:51 Arnie Schoenberg: yes!

01:51:01 Arnie Schoenberg: and smarter

01:51:10 Anthony Fernandez: agree

01:51:31 raymond brennan: Nicer because they do not have to operate in a culture governed by dog-eat-dog capitalism

01:51:44 Arnie Schoenberg: yes

01:52:06 Lidia Stoian | FACCC: Our audience would like to know the name of the book Frank and Jack were referencing.

01:52:38 Arnie Schoenberg: more resources available at: <https://cpfa.org/program-for-change/>

01:52:40 Dana DeMercurio: "Equality for Contingent Faculty" is the name of the book

01:52:46 Keith Hoeller: Equality for Contingent Faculty: Overcoming the Two-Tier System, Edited by Keith Hoeller Vanderbilt University Press

01:53:00 Jack Longmate: It's Keith Hoeller's Equality for Contingent Faculty

01:53:16 Valerie Chau: where do you find the full timers who care?!!!

01:53:17 David Milroy: How can we get this message to the FTers who need to hear it? Otherwise we're preaching to the choir..

01:53:41 Rick Baum: Here are two articles on the Vancouver model
<https://dissidentvoice.org/2012/04/disposable-teachers/>

01:53:41 Arnie Schoenberg: Hopefully, Keith can talk about the book later

01:53:46 Rick Baum: <https://www.chronicle.com/article/a-canadian-college-where-adjuncts-go-to-prosper/>

01:53:48 Valerie Chau: most FT faculty feel entitled to their perks and privilege

01:56:16 Keith Hoeller: We have a caste system. I have had full-timers support me privately. But few, if any, have publicly support me or asked union leaders to do anything on behalf of adjuncts. They don't want to betray their caste.

01:56:56 Carol Whaley: We know it will take time, but will we live long enough to see real change?

01:57:23 Keith Hoeller: Besides, full-timers have to justify why they are treated so much better than we are. That is why they insist that our pay be discounted because we "just teach."

01:57:58 Kate Disney: Grazie!

01:58:04 David Milroy: True Keith! They all say (privately) I'm so sad about how PTERS are treated! Then they vote for the new salary schedule that changes nothing.

01:58:06 Dana DeMercurio: BASTA COSI! = That's enough!

01:58:17 Dana DeMercurio: True Italian here. Basta is the best word to explain this

01:58:39 Rick Baum: When contract negotiations are taking place, we need to put forward demands along the lines of the VCC model. Put the leadership of our unions on the spot.

01:58:44 Terri Taylor: Important not to let Administration divide us to conquer. For example, PTER Seniority.support for Diversity should not be allowed to compete with Seniority. Both issues are important.

01:58:55 Kate Disney: Non e guest - to quote my nonna

01:59:01 Kate Disney: giusto

02:00:41 Valerie Chau: Diversity talk needs to START with hiring the diverse ADJUNKS!

02:01:55 Valerie Chau: WOW!!!!

02:02:23 Valerie Chau: good that the top full timers in Vancouver are not earning so much as here

02:02:38 Arnie Schoenberg: Thanks Sally, that was my question too

02:02:56 Susan Reno: Jeff Michaels is ours at 4CD!

02:03:15 Valerie Chau: The real leadership needs to come from the college president. That is how the full timers would be helpful. They are in the hiring process for college presidents. we have no voice

02:03:16 Terri Taylor: FTers are vaguely familiar with the big picture re PTers, but not the Specifics. We need to Educate and build FTer support.

02:03:20 Catherine Matheson: And Peter Morse is ours at Santa Monica College!

02:03:41 Valerie Chau: the right thing to do - that is never going to work

02:03:52 Carol Whaley: Remember that in Canada they don't have to worry about healthcare costs so a lower salary will go a lot farther.

02:04:06 Debbie Klein | FACCC: FACCC can take the lead.

02:04:10 Valerie Chau: we don't even have equity in my DEPARTMENT meeting agenda or discussions

02:04:47 John Govsky: <http://contingentworld.com/images/EqualityEquityParity.jpg>

02:05:17 Valerie Chau: job security will LEAD to the equal pay

02:05:25 John Martin (CPFA): There are Districts/FTers have life-time health benefits....it's unsustainable!

02:06:00 clairethorson: would love to see a list of non-instructional duties

02:06:15 Arnie Schoenberg: John: here is a better graphic for adjuncts: <https://www.sdafa.org/equity-for-adjuncts/>

02:06:29 Valerie Chau: job security PLUS removal of class cap

02:07:07 clairethorson: you must mean load cap

02:07:38 Carol Whaley: "Where Does The Money Go?" <https://cpfa.org/transparent-california/>

02:07:52 Valerie Chau: end all tenure.

02:08:05 Deirdre Frontczak: Keith, can we get a cite for that?

02:08:47 John Martin (CPFA): read Frank's article on his model..
<https://cpfa.org/job-security-cosco/>

02:08:55 Arnie Schoenberg: <https://www.amazon.com/Equality-Contingent-Faculty-Overcoming-Two-Tier/dp/0826519504>

02:09:04 David Milroy: Thanks for sharing that article Carol. It would be interesting o compare the same analysis for VCC!

02:09:09 James Keller: luckily we don't have unequal raises at Pasadena City College.

02:09:27 Valerie Chau: Not only do full timers run and rule the unions BUT they also make a big noise about issues that are about 'equity' for races or \$15/hour without ANY mention of advocacy for part time equity

02:09:56 Valerie Chau: AFT spends money to lobby for new hires of FTers instead of regularizing part timers already working there

02:09:57 David Milroy: James..what kind of raises do you have at PCC?

02:10:03 Carol Whaley: @James - what do you mean non unequal raises? Are you getting equal percentage raises or equal dollar raises?

02:10:33 Valerie Chau: percentage raises are unfair when we are SO LOW in pay

02:11:04 Debbie Klein | FACCC: As a union organizer & part-time lecturer at UCSC, I was part of a team that organized a strike to fight for lecturer job security & we won back in 2000.
<https://apo.ucsc.edu/policy/capm/514.285.html>

02:11:10 Donna Frankel: Non-instructional duties-which most districts set at 15% include things like mandatory attendance at division/dept. meetings, attending governance-AS/and other meetings, program review, curriculum, etc. The clincher is there is almost never any \$ reduction or consequences for the FT who does nothing except teach.

02:11:18 James Keller: We are still sadly far from parity, but we always get a higher raise than FT faculty (as a pathetic attempt tp move toward parity). We'll get there around 2029 if we're lucky, at this rate .. :(

02:12:07 Terri Taylor: Our union gives FT Retirees Seniority above PTer Seniority!

02:12:24 raymond brennan: What is PCC's current parity?

02:12:34 Dana DeMercurio: @Terri - so does mine!

02:12:40 Carol Whaley: So does ours, Terri.

02:12:43 James Keller: about 75%

02:12:45 David Milroy: PT % raises need to be 3-4 times more than FT % to make any progress in parity. 2% vs. 1% won't do it.

02:12:47 raymond brennan: At FHDA, we are at 83.5

02:13:01 James Keller: Goal is 87.5% (definition)

02:13:12 Karyn Bower: I'm curious how many other cc's pay faculty differently for unit courses and non-unit courses, such as Emeritus type courses.

02:13:16 James Keller: True, David.

02:13:17 Jack Longmate: My email is jacklongmate@comcast.net. Thanks to everyone.

02:13:26 Lidia Stoian | FACCC: Absolutely! I'll be here.

02:13:47 Susan Reno: Sally give that cat some attention

02:15:30 Valerie Chau: it took about 40 hours to develop the Canvas courses I am teaching online this semester

02:17:02 Valerie Chau: pay for conference attendance too

02:17:12 Valerie Chau: they get paid to attend training events

02:18:37 Valerie Chau: part timers usually are NOT allowed to be club advisors

02:20:54 John Govsky: Question:: why do we accept the goal of 75/25? I suppose it's better to exploit only a quarter of faculty rather than 2/3 or 3/4 of the faculty, but that hardly makes it a good goal, in my opinion. It's much better to make the goal the end of the 2-tier system.

02:21:19 Sue Broxholm: Totally agree John Govsky!

02:21:41 Carol Whaley: Yes, it is definitely time to end the two-tier system.

02:22:10 Arnie Schoenberg: I think these are the contracts:
https://www.butte.edu/departments/hr/collective_bargaining/associatefaculty/index.html

02:22:32 Carol Whaley: Equal pay for equal work AND job security by real seniority.

02:22:35 Sue Broxholm: Absolutely. The goal should be to end the two-tier system for everyone.

02:22:57 Terri Taylor: Contract wording is key. "within the constraints of" voids Seniority. Example: "Part-time unit members shall be offered an assignment of maximum Load

requested, up to sixtyseven percent (67%) or equivalent, that is workable within the constraints of the available college-specific discipline assignments, in order of Seniority...
"

- 02:23:22 Susan Pynes: Could we abolish the two tier system with our present health care system? Does the health care system in Canada make it easier to have real equality?
- 02:24:24 Valerie Chau: that is CORRECT. evaluations ONLY harm us adjuncts
- 02:25:12 Terri Taylor: Evaluation wording can protect pters who don't get f-up Evaluation. i.e. no follow-up evaluation contract assumes "Satisfactory".
- 02:25:14 Valerie Chau: Laurel: you are CORRECT! This is entirely correct about the punitive deans
- 02:25:40 Arnie Schoenberg: so much for a relaxing break...
- 02:26:02 Carol Whaley: I know of a pter who had a student take a 1st complaint directly to the president of the college this semester!
- 02:26:31 frank cosco VCCFA: Agree John, we have depts that are 100% regular...we don't have any pay differentials (terms can actually make more than some regulars) and we have automatic regularization but I worked it out and it seems our work in terms of faculty FTE is about 75-80% regular
- 02:26:36 Dana DeMercurio: I have a student who wanted to grieve me to the president of the college because she wasn't completely her work and thought it was wrong that she was failing due to that
- 02:26:57 Arnie Schoenberg: Ouch!
- 02:27:09 Carol Whaley: @ Dana - that was the basic complaint of the student in my example!
- 02:27:47 Dana DeMercurio: It doesn't hold water .That is why we are extending the "EW" students can take if they are struggling
- 02:30:08 Arnie Schoenberg: We definitely need to recruit more part-time lobbyists in the Sacramento area.
- 02:31:11 Keith Hoeller: David is correct. And raises must be more than a single shot to catch up. It's important to keep an eye on the full-timers' raises as well.
- 02:31:53 Arnie Schoenberg: FACCC Legislation: <https://www.faccc.org/legislative-priorities>
- 02:31:59 Carol Whaley: We all need to be more active in talking to our legislators in their local offices too.

02:32:57 David Milroy: True..you can also have an impact at the local level

02:33:13 Arnie Schoenberg: CPFA Legislation: <https://cpfa.org/legislating/>

02:35:11 Jack Longmate: I forgot to mention that the Program for Change classifies over 30 goals, most of which are no cost or nominal one-time costs.

02:35:30 raymond brennan: Thanks Jack. That sounds like a must read.

02:35:35 Jack Longmate: The link to the listing of supporting documents related to Frank's and my presentations is <https://cpfa.org/program-for-change/> .

02:38:19 Arnie Schoenberg: community college budget news: <https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/College-Finance-and-Facilities-Planning/Budget-News>

02:38:49 Valerie Chau: Districts need to stop all full time new position hiring in favor of regularizing existing part time instructors

02:39:20 Jack Longmate: Valerie, that plan would make no budget impact.

02:40:57 Terri Taylor: Does anyone have expertise on Equity issues for Non-Instructional faculty, i.e. Counseling faculty, Library faculty? They/we are often the first victims of Divide & Conquer strategies by both Unions and Management.

02:42:21 Jack Longmate: I wonder if now would be the time to push (once again) about lifting the 67% workload cap?

02:43:06 David Milroy: JAck we had a bill for that that timed out under COVID..will be redone next session

02:43:27 Arnie Schoenberg: We had problems when our full-timer controlled union reduced the number of hours that counselors had to teach to qualify for full-time, but this meant that the maximum hours for part-timers were reduced, and they lost wages.

02:43:42 raymond brennan: Jack. That is going to happen. AB 897 will be revived and carried again by Assemblymember Medina's office.

02:43:44 frank cosco VCCFA: In VCCFA contract we have never allowed distinctions for non-instructional faculty and depts-same throughout

02:45:07 David Milroy: It was foolishly written based on the "honor system"...

02:45:27 Kate Disney: This brings up a good point - what to do to ensure fair play and compliance

02:45:32 clairethorson: Parity has to be defined.

02:45:55 raymond brennan: Full 'Pay-Parity" would be 85%.

02:46:03 Scott Douglas: Has anyone claimed "parity" and how is it defined?

02:46:50 Geoffery Johnson: But there are schools (Marin and Peralta), that pay above 85%.

02:46:52 David Milroy: Many colleges "say" they have reached parity because their PTers make 70% of the hourly rate of FTers..or some other silly calculation.

02:47:00 clairethorson: I like the Vancouver model which is used in our K-12 system.

02:47:02 Kate Disney: Does parity mean equal pay for equal work? Is there a agreed upon definition of parity?

02:47:13 raymond brennan: If you look at a few contracts, that 85% is listed as the goal to attain full parity.

02:47:24 Donna Frankel: Is this simply pay parity or including benefits and prep times, etc. Also what about non-credit teachers who are paid about 2/3 of PT pay-which is terrible. They are a 3rd tier!

02:47:27 Kate Disney: our parity per our CBA is 88%

02:48:12 raymond brennan: That is "pay-parity" for teaching only. It does not offer parity for all the other things Part-time faculty do not get: more steps on the pay scale, sabbaticals, better health benefits, etc.

02:48:14 Deirdre Frontczak: Kate, what college is that?

02:48:18 clairethorson: non credit pays the same in our district

02:48:25 Kate Disney: West Valley Mission CCD

02:48:54 David Milroy: Setting the percentage of parity is one thing, but then how it is calculated by the college is where it falls apart.

02:51:11 raymond brennan: True, David. True "Pay-parity" would have to equalize what FT and PT faculty are paid for their time in the classroom.

02:51:15 Carol Whaley: As Keith Hoeller said during the break, we need to talk about EQUALITY rather than PARITY because the definition of equality is more clear. And I think it should be legislated not left up to individual bargaining.

02:51:35 clairethorson: a discussion of implementation of the that legislation would be really helpful.

02:51:46 Carol Whaley: Seniority has a meaning. Districts cannot make up their own definition!

02:51:53 Sue Broxholm: Yes Carol!

02:52:06 raymond brennan: Unfortunately, the governor's office does not like to mandate in law what can be "negotiated at the local level."

02:52:38 Dana DeMercurio: @raymond - truth!

02:52:41 raymond brennan: That attitude was more prevalent in the Brown administration, but it isn't absent from the current one.

02:52:48 Arnie Schoenberg: Raymond: yes, we need to get away from the regional control to exploit people

02:52:53 Scott Douglas: Could that impact on UI eligibility?

02:52:59 David Milroy: I've heard PTers say "Oh we're at Parity!"..Really? What is your hourly rate now?? Oh..we're at \$80!!! Really?

02:53:26 Keith Hoeller: The terms parity and equity are often used within the two-tier system to indicate that the full-timers do more and deserve more. But it ignores the extra benefits that full-timers get but part-timers do not. Even at 100% pro-rata pay, based on a teaching load, adjuncts are a bargain!

02:54:03 raymond brennan: I'd be curious to know what those of you who are paid for office hours are paid per hour. Is it the same as your instructional hourly rate, or something less?

02:54:33 Debbie Klein | FACCC: CCA/CTA has also petitioned to represent Calbright faculty. What do you all think of that?

02:54:48 cornelia: well. the chancellor's office is not shy to mandate anything and everything.

02:54:48 Carol Whaley: @ Scott - that is a downfall, but if we had equal pay for equal work, i.e. paid for hours outside the classroom as well as in-class hours and were making a decent salary, it wouldn't be a huge loss to not get UI.

02:54:51 Dana DeMercurio: Raymond - I am paid office hours at two of my three colleges. It is not the same rate as my hourly pay

02:55:11 Terry Patten Armbrust | FACCC: I think my of my office hours are about 1/3 of teaching rate.

02:55:54 cornelia: just when it comes to part time faculty funding and rights there is suddenly this concern that it has to be locally negotiated

- 02:55:55 raymond brennan: But it should be. You are teaching when you hold your office hours. At one of my districts I am paid at my instructional rate, at the other. I get barista pay.
- 02:56:04 Dana DeMercurio: @raymond - at one of my three colleges, adjuncts are told to include office hours on their end of semester "FLEX" form to get compensated via PROFESSIONAL DEVELOPMENT
- 02:56:23 raymond brennan: That's just weird.
- 02:56:44 Carol Whaley: @ Ray - at SDCCD, office hours are currently \$42/hour, far less than non-classroom rate
- 02:57:05 John Govsky: Defining parity (even if only in looking at a salary schedule) is tricky. Essentially, the work done is the same (class time, prep, grading), with the exception of shared governance and committee work, and, possibly, office hours. Teasing out office hour pay (or lack thereof) can be done, but defining the percentage of a full-time load that is shared gov/committees is not easy. I've seen some contracts that actually delineate this, but many contract are simply silent on what portion of a load is expected for shared gov. So you need to make assumptions on this (10%, 20%), and the figure you use will change the calculation of what you think of as a parity number.
- 02:57:36 David Milroy: I like the term "Barista pay". Our OH are paid out of the unions designated "tip jar"...lots of OH means a lower hourly rate. How can that be a union's position?
- 02:57:59 Terry Patten Armbrust | FACCC: @raymond Our office hours are paid out at the end of the semester in a lump sum. My office hour pay is in the \$30s's range.
- 02:58:14 Valerie Chau: what about disciplined for something you said in a PRIVATE facebook group without even mentioning my college
- 02:58:39 Jack Longmate: I agree with Keith's distinction between equality and equity. The term "equity" is used to describe fairness among different parties. If everyone is to be provided a pair of shoes, equality would everyone would get the same sized shoe whereas equity would mean each person would get shoe that is the proper size for his/her feet. If one assumes a difference between FT and PT teaching, equity might make sense, but I would dispute that distinction. FT and PT instructors satisfy the same credential requirements, award grades and credits that have the same value, and have the same tuition charged for their courses. Therefore, I would dispute the assumption that they're different. I believe the essence of their work is the same, and therefore equality would be the proper term.
- 02:58:53 raymond brennan: That sounds illegal Valerie. Has your union defended your free speech rights in this case?

02:59:32 Valerie Chau: I brought in one of my sisters who is a special needs advocate and hit the District with an accommodations request for autism

03:01:13 Dana DeMercurio: I know faculty who have lost their jobs for private comments made on their social media pages

03:01:21 Valerie Chau: and that is wrong.

03:01:38 Shadih Mirmobiny: One issue I have come across has been full time faculty sustained retaliation (admitted by the admin) against a part-timer based on academic differences (differences on teaching modality, course offerings, etc.). Does this fall under academic freedom?

03:02:00 Valerie Chau: it should fall under academic freedom but we adjuncts don't have academic freedom

03:02:34 clairethorson: Evan, could you restate the figure of projected state budget revenues that were not anticipated?

03:03:02 Dana DeMercurio: @RICK - AMMMMEEEEEENN

03:03:03 Valerie Chau: Rick: you are entirely correct!

03:03:27 raymond brennan: There is boilerplate academic freedom language that CCCILegal representative has urged all CCCI units to incorporate in their contracts.

03:03:28 Valerie Chau: the DemoCRAP party is all for the well connected.

03:03:52 raymond brennan: Oops. Sorry. Slippery fingers sent that before I'd cleared it up.

03:03:54 Valerie Chau: but the funding increase for CCs didn't trickle down low enough to reach us adjuncts

03:04:09 Dana DeMercurio: We are all "insane" here in CA thinking voting Lib will change anything...we keep doing it over and over again with the push from our Unions

03:04:33 Valerie Chau: yeah. both parties really really do not represent poor people

03:05:29 Rick Baum: The wealth tax was for .4% less than 1% way too little given the increases in the wealth of Zuckerberg, etc.

03:05:38 Valerie Chau: keep in mind that bringing in more revenue isn't forcing the fair distribution of that revenue to make changes

03:05:49 Geoffery Johnson: but the thing is the leg needs to get passed.

03:06:11 Dana DeMercurio: Our middle class is eroded due to taxes while people like Bezos pay nothing in taxes.

03:06:31 frank cosco VCCFA: Time to break the funding of politics by business and unions— that’s the law in Canada and BC

03:06:44 Dana DeMercurio: @Frank - completely agree!

03:06:53 Jessy Paisley: I have a question.

03:07:30 Terri Taylor: Fair is Fair - regardless of political parties.

03:07:34 Valerie Chau: John: I agree! That is why I mock leftists at the colleges! all the money for their pet projects. none for adjuncts

03:07:45 Carol Whaley: End Citizen's United! Money in politics is a HUGE problem.

03:07:54 Rick Baum: John is right. We have raised more money for colleges and the administrators don't use it to expand educational opportunities, etc..

03:08:24 Dana DeMercurio: @ Valerie- agreed. I laugh in the face of my union diehards, bleeding heart liberals who preach "equality" but not when it comes to adjuncts.

03:08:33 Valerie Chau: THANK YOU, Dana!!!!

03:10:35 clairethorson: retaliation is a violation of most employee codes

03:11:19 raymond brennan: A solid Academic Freedom clause should be a priority for any unit whose contract does not currently contain such a clause.

03:11:26 Carol Whaley: But those employee codes are often not enforced when the violations are against part-timers.

03:11:39 Valerie Chau: Carol: CORRECT!

03:12:00 Deirdre Frontczak: The scholar was Erwin Chemerensky, and also Hand Reichman at AAUP

03:12:10 Deirdre Frontczak: Hank (sorry)

03:12:51 John Govsky: You simply cannot separate academic freedom from job security. Many of our contracts guarantee “academic freedom” but these clauses are meaningless for PT faculty of there is no job security.

03:12:51 Deirdre Frontczak: Per AAUP, Academic Freedom includes on and off campus speech, as well as in class speech and teaching.

03:12:56 Valerie Chau: that is what happened to me. the private facebook group where I was arguing with others was not related to Miramar college.

03:13:55 Valerie Chau: well the person who was most abusive to me in our college's DIVERSITY AND EQUITY OFFICER!!!!

03:15:27 Valerie Chau: Scott: you are correct.

03:15:48 Deirdre Frontczak: FYI The Future of Academic Freedom (Reichman book) was shared at FACCC's Advocacy and Policy Conference, 2019:
https://www.amazon.com/Academic-Freedom-Critical-University-Studies/dp/142142858X/ref=sr_1_1?dchild=1&keywords=Academic+Freedom&qid=1604778130&sr=8-1

03:16:05 Valerie Chau: how can we help?

03:16:32 Dana DeMercurio: Great quote, Sally!

03:16:48 Tami Wooden: Nice Sally!!

03:16:49 Valerie Chau: the more we stand up as individuals at our colleges the less job security we have

03:16:57 John Govsky: great quote (except for the sexism)

03:17:15 Dana DeMercurio: Put it into context in the time it was written.

03:17:17 Arnie Schoenberg: JOIN both FACCC and CPFA!

03:17:21 Terri Taylor: Mentoring newer PTers is helpful. Especially telling them to read the Contract!

03:17:33 raymond brennan: Yeah, but John, it was 1967 when he said it.

03:17:56 Donna Frankel: Sally, would you please put the quote from JFK in the chat?

03:18:04 Dana DeMercurio: 21st century thinking to try to rationalize 20th century thinking is counterproductive

03:18:14 Jack Longmate: Regarding Sally's question about what individual instructors can do, I'm reminded of Joe Berry's recommendation to form a committee of at least two.

03:18:17 Valerie Chau: the more newer PTers in our department the more competition for us...this is especially true when the new PTers are friends of the department chair

03:18:31 Valerie Chau: I am not going to mentor them

03:18:38 raymond brennan: How. History can only be understood in the context of its time, not in the context of a future time.

03:19:22 Keith Hoeller: What can be done to save adjunct jobs and workloads? Would stopping overloads help?

03:19:43 Valerie Chau: ending all overloads for FT faculty would be great. So would ending their access to intersession classes

03:19:50 Dana DeMercurio: meaning: we look back at past civilizations and societies and are enraged. Why? It was a different time. we cannot impose 21st century thinking and standards on a society or culture that no longer exists

03:20:04 raymond brennan: That would help, Keith, but how to we end overloads when they are enshrined in contracts.

03:20:08 David Milroy: Jack...That works...unless, of course, you have a PT committee and your union shuts it down to avoid dealing with PT issues and questions! :)

03:20:20 Carol Whaley: @ Keith - yes, banning overloads as well as not allowing increased class caps for online classes.

03:20:34 Dana DeMercurio: some FT at my colleges are teaching 160% load

03:20:37 Keith Hoeller: We make a big stink about overloads. We document how many there are

03:20:55 Evan Hawkins: <http://findyourrep.legislature.ca.gov/>

03:20:59 Deirdre Frontczak: Evan, thanks so much for this reminder. Legislators advocate for the people they hear from and see. Making our presence and voice known is hugely important to getting our interests understood, and represented.

03:21:06 Evan Hawkins: You can use that link to easily find your legislators and their contact information

03:21:07 Keith Hoeller: Who document the real purpose of overloads: to get more money to full-timers without the unions having to bargain raises for them

03:21:12 Tami Wooden: Yes Dana, that sounds about right at my school and department too.

03:21:43 Dana DeMercurio: @Tami - while we adjuncts are scrambling, worried if our classes will even fill or get cut

03:22:08 Dana DeMercurio: ESPECIALLY during pandemic, it should be banned

03:22:14 Keith Hoeller: And make friends with legislators' staff.

03:22:36 Tami Wooden: @Dana, it just breaks my heart to see how much they don't care. I totally agree!!

03:22:46 Valerie Chau: John: I am very good at math, computer science and accounting. But I am not very good at social skills. So I fear calling the legislators or their staff.

03:23:16 Dipali Buch: We are hoping for part-time 1. Job- security as a priority- equal pay, office hours, compensation for participation in all college governance, benefits etc 2. Protection of seniority 3. Stop overload for full time ASAP, change mindset of full-timers to respect part-timers (equality & equity). 4. Academic freedom. Let us voice and continue advocating together. Let's have more virtual meetings, conferences, and next virtual symposium, promote and encourage other colleagues.

03:23:17 Dana DeMercurio: @TAMI - Oh, not to mention, I know at least 4 full timers not only teaching overload at our college BUT ARE ALSO TEACHING AS ADJUNCT IN OTHER DISTRICTS!

03:23:30 Tami Wooden: Thanks John!! Thanks Evan, thanks Sally!

03:23:47 Dipali Buch: Thank you very much for thought provoking conversations, presentations and motivation.

03:23:48 Dana DeMercurio: @Tami - so they are teaching 10-11 classes between two different colleges

03:23:50 Valerie Chau: yes!!! we have full timers from Grossmont College (even a department chair there) teaching part time at Miramar

03:24:03 Carol Whaley: Valerie: That's understandable. You can contribute in other ways, like writing letters.

03:24:10 Tami Wooden: @Dana... oh gosh, unbelievable!! wow Valerie!!!

03:24:13 Dana DeMercurio: @valerie - wow. just wow. what a shame.

03:24:18 Donna Frankel: Email the leg/politician in question's staff, Valerie. They will research the issues and are more likely to get back to you. You don't have to phone, in fact I find snail mailing my reps in Sacramento have been the most effective.

03:24:29 Terri Taylor: Retirees too

03:25:05 Valerie Chau: I can write and do research. but I don't know how to present things in a way that someone who disagrees with me would like to read

03:25:14 raymond brennan: My favorite story is when a FT faculty member at one of the schools I teach for was asked whether he really needed to take overloads at this time. The response? "Well, I only need a couple more years of them to pay off my beach house."

03:25:19 Deirdre Frontczak: I know there are CCs that use a promise of unlimited overload to entice new TT faculty recruits. These are often smaller schools that have more difficulty drawing top people to apply.

03:25:22 David Milroy: At Grossmont, we had a Senate president with 100% release time teaching as a full-time lecturer at SDSU..and she was always complaining about how busy she was and why she couldn't get senate work done!!

03:25:25 Kate Disney: I don't think we should take on the overload issue. So many FT'ers can't live on their FT salary. We should be demanding livable wages. Let's not pit one group against another. Just my two cents from a FT who has never had an overload but know many rely on it to survive.

03:25:27 Karyn Bower: Evan made a very important point that unfortunately no one in administration ever acknowledges: Students don't know the difference between full-time faculty and part-time faculty because on a whole they work in their classrooms and in their courses just the same as a full-time faculty does.

03:25:32 Rick Baum: At my college, the level of overload pay is lower than the rate of pay of part-timers. There is also less paperwork and others savings. The administration has incentives to have full-timers teach overloads--cheaper than hiring a part-timer.

03:25:54 Deirdre Frontczak: Kate makes a good point. Especially, again, for schools with lower pay scales.

03:26:20 Tami Wooden: @Dana, Valerie, @Raymond... unbelievable...so selfish!! wow =(

03:26:25 Valerie Chau: I cannot believe that any FT professor cannot live on his/her salary!!!
OMG

03:26:42 David Milroy: A FTer making \$100K+ needs over-load more than a Pter who survives off those classes???

03:26:48 raymond brennan: Doesn't that presume that Part-timers don't need their work to survive? Only FT faculty are struggling?

03:27:14 Terri Taylor: Evan - #s in chat please

03:27:15 Marianne Borgardt: could youo repeat those bill numbers, please?

03:27:16 John Martin (CPFA): jmartin@cpfa.org

03:27:19 Valerie Chau: yeah. Thank you, Raymond and David. The RICH professors are complaining that they can't survive with a REAL JOB with benefits? WTF

03:27:22 Evan Hawkins: AB 1690 and SB 1379

03:27:29 Kate Disney: Overloads at our CC is paid at the PT rate.

03:27:43 Marianne Borgardt: Thanks!

03:27:49 Jack Longmate: Regarding contact/relationships with legislators, for years at Olympic College in Bremerton, Washington, we would hold Legislative Forums initially in conjunction with Faculty Equity Week (during the week before Halloween), but then in election years, in mid November. We'd invite the two representatives and the senator from the three legislative districts that Olympic College operates in. In about 2008 or so, I published a brief description of them in an AAUP newsletter. Evan is right that legislators like to interface with their constituents, and it costs little to put one on. I'd be happy to share the format that we used (the student president would MC the event), and it would be televised by the local public television station.

03:27:54 Arnie Schoenberg: AB 1690:
https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201520160AB1690

03:28:06 Valerie Chau: our union is SO CORRUPT that you cannot get any help as an adjunct at all

03:28:34 Arnie Schoenberg: SB 1379:
https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201520160SB1379

03:28:36 Valerie Chau: CORRUPTION is the institutional barrier in the Union we have

03:28:38 Rick Baum: A full-time salary in San Francisco, at least before the pandemic, does not go very far. Housing costs are astronomical.

03:28:54 Valerie Chau: yeah but it sure goes much farther than a part time hourly wage

03:29:00 Kate Disney: The union should be pro-FT faculty. If they are not then they have to be taken over.

03:29:02 Carol Whaley: @ Valerie - Yes, and it's one of the largest and most powerful locals in the state. :(

03:29:51 Valerie Chau: Kate: the union at SDCCD is ONLY for the FT faculty and also favors common leftist causes.

03:30:05 Valerie Chau: All about BML right now. NOTHING FOR REAL DIVERSITY !!!!!!!

03:30:05 Susan Reno: Agreed, but again having PT reps in union comes down to compensation and time away from work...sometimes, yet again, uncompensated.

03:30:13 Jory Segal: You are absolutely correct John.

03:31:03 Susan Reno: Public Shout out to my P/T Union Rep who is here today Mary Johnson of 4CD and for Jeffrey Michaels for his presence/talk yesterday!

03:31:05 Valerie Chau: I AGREE!!!! KEITH!!!! "YES YES YES !!!

03:31:27 Kate Disney: @valerie - Our union advocates passionately for both PT and FT faculty. It started a few years back when we hired an ED that was very pro-PT faculty. She woke us up to the problems that PT faculty have. We have been enlightened.

03:31:33 Valerie Chau: YES!!! MY ABUSER is a FT department CHAIR

03:31:55 John Martin (CPFA): Just thinking out loud here...perhaps we should have monthly/quarterly virtual meetings to continue to discussion issues, in particular, legislative issues.

03:32:07 Valerie Chau: John: YES please!

03:32:09 David Milroy: According to PERB,,,FT and PT have a unity of interest because we all each...period!. All of the differences mean nothing to PERB.

03:32:14 Dana DeMercurio: @John Martin - quarterly would be nice

03:32:32 raymond brennan: I am not convinced that a Part-time only union would have a more powerful voice than would a wall-to-wall that was supportive of all members.

03:32:33 Tami Wooden: Good idea John!!!

03:32:37 Alvin Blackshear: @John, I agree. We should structure monthly or quarterly meetings.

03:32:43 David Milroy: We definitely need to meet like this more often!!!

03:32:46 Valerie Chau: Keith: you are a hero! YES YES YES

03:32:47 Sue Broxholm: Agree with John Martin

03:32:58 Shadie Mirmobiny: @John Martin - I agree on regularly meeting.

03:33:02 clairethorson: it would be good to have specific topics for ongoing meetings.

03:33:05 Susan Reno: Gotta run, student appt, thanks everyone!

03:33:13 Rachel Mitchell:yes John, nice suggestion. Strength in numbers..build & fortify the coalition

03:33:55 David Milroy: Can the reps of each group keep in touch to plan more evnets like this?

03:34:10 Tami Wooden: Thanks for ALL that you teachers and caring souls do! Im honored to be a part of such a great group!!

03:34:22 raymond brennan: I can represent CCCI.

03:34:31 Karyn Bower: If 83% of all cc employees are part-timers, it would be nice to have a better ratio of f/t and p/t union reps at the cc's.

03:34:34 Susan Krug: Thank you. Learned a lot.

03:34:45 Shadieh Mirmobiny: Thank you, Sally, John, Jack, Frank, Evan, and Dr. Leticia!

03:34:46 Agne Reizgeviute: Thank you all!

03:34:46 Rachel Mitchell:thank you hard working colleagues and leaders.

03:34:51 Kate Disney: thanks!

03:34:52 Dipali Buch: Thank you all! Stay well and safe.

03:35:01 Joy Chase: Thank you

03:35:03 Alvin Blackshear: Thank you and stay safe.

03:35:07 John Govsky: thanks all!

03:35:08 Marianne Borgardt: Thank you all! As a first time attendee, I learned a lot!

03:35:10 Sue Broxholm: Thank you everyone!

03:35:15 Robin Daniels: Robin Daniels Thank you everyone

03:35:21 Valerie Chau: how do you save the chat?