



NEWSLETTER

September 2005 • Volume 1

The View of the President

By Don E. Peavy, Sr.



Welcome to the beginning of another school year. I hope that each of you had a wonderful, relaxing, and fulfilling summer. As we prepare for the academic year ahead, there are some important matters each of us ought to keep in mind.

First, I want to thank all of you who voted in our first election of officers and particularly, I thank those of you who voted for me to be

your president. I accept this honor and all the hard work that it entails and pledge to do my very best. Of course, I will need your help.

See President's View, Page 3

Newsletter Naming Contest

by Neal Kelsey

If you look at the top of this newsletter, you will notice that it does not yet have a name. The Executive Board decided to ask the Adjunct Faculty members to determine the name for the Union newsletter in a Newsletter Naming Contest. If you have a catchy or clever name for this newsletter, submitted it to the following address:

AFT Part-Time Faculty United, Local 6286
ATTN: Newsletter Naming Contest
17100-B Bear Valley Road, #113
Victorville, CA 92395

Submissions must be received by **October 10** at the above address. Only Part-Time Faculty members at VVC can participate in this contest. The Executive Board will select the best name from those submitted at the October 11 meeting. The faculty member who submits the winning name will receive a **\$25.00 gift certificate from the Red Lobster**. Submissions should include your name, address, and phone number so that we can promptly contact the winner.

We Don't Need the Union!

Top Five Myths about Unions and a Reality Check

By Kimberly Olson

Myth 1: We don't need the union! They were needed by workers (years ago) that *used* to be exploited.

Reality Check: While blatant physical exploitation isn't as prevalent as it once was, fiduciary exploitation is alive and well. Many companies (including educational institutions) have made the hiring of part-time staff a full-time practice. The institution avoids payment of benefits and having to compensate faculty for hours spent preparing for classes and grading assignments. Wholesome individuals work part-time by choice, many continue because full-time positions are simply not available.

Myth 2: Unions just cause trouble.

Reality Check: As with any organization, there is good news and bad news. However, lack of representation hasn't helped part-time staff. It seems that some people think that if we just

See Five Myths, Page 3

Calendar of Events

- | | |
|------------------|---|
| September 20 | Board of Trustees Meeting
Board Room — VVC
6:00 PM |
| September 27 | Executive Board Meeting
Marie Callendar's
7:00 AM |
| October 4, 2005 | College Assembly Meeting
SAC -- Room B
1:30-3:00 PM |
| October 4, 2005 | Central Labor Council Meeting
Riverside, CA
6:30 PM |
| October 11, 2005 | Executive Board Meeting
Marie Callendar's
7:00 AM |
| October 11 | Afternoon at the Movies (FREE)
<i>Inherit the Wind</i>
PAC — VVC
2:30 -5:00PM |
| October 11 | Board of Trustees Meeting
Board Room — VVC
6:00 PM |

Contract Negotiations Update

by Paul Jordan
California Federation of Teachers

This is the first in a series of Negotiations Updates that will appear as contract negotiations proceed during the coming months.

The contract about to be negotiated will be the very first collective bargaining agreement to establish and protect *your rights* as a part-time faculty member at Victor Valley College.

AFT's initial contract proposals were presented at the May 31st governing board meeting. A few highlights include:

- Raising part-time faculty salaries from near the bottom state-wide to at least 10% above the current state average for part-time community college salaries.
- Establishing salary schedule "steps" that recognize years of service and "columns" that recognize education and training.
- Compensation for office hours.
- A district contribution toward health benefits coverage for part-time faculty members.
- A formal peer evaluation for part-time faculty members.
- Paid leave for illness, personal necessity, bereavement and jury duty.
- Maximum class enrollments.

The district revealed its initial proposals at the July 12th board meeting. The district is proposing:

- Compensation for instructors at the current rates of \$700/unit or \$40/hour—in other words, NO RAISE.
- A district right to dismiss a faculty member at any time without prior notice or reason.

The district proposal is "silent" on the following issues:

- Salary steps and columns to recognize professional preparation and years of service to the college.
- Compensation for office hours.
- Provision for health benefits.

Afternoons at the Movies

Sponsored by AFT Part-Time Faculty United
by Neal Kelsey

Do you want to see a great movie but do not want to pay ten bucks for a ticket or fight bumper-to-bumper traffic? If so, we have some great news! AFT Part-Time Faculty United is sponsoring Afternoons at the Movies at Victor Valley College. For our first movie, we have selected *Inherit the Wind*, starring Spencer Tracy, Fredric March, Gene Kelly, and Dick York. The movie is based on the events surrounding the Scopes Trial, which took place in 1925 in the town of Dayton, Tennessee. In the trial, Clarence Darrow (Tracy) and William Jennings Byran (March) argue the case for and against a science teacher accused of teaching evolution in his classroom, which was forbidden by Tennessee state law. The movie is thought provoking for both proponents evolution and biblical creationism.

After the movie, a short intermission is scheduled, which will be followed by a panel discussion of the movie. The panelists will represent a broad range of perspectives, including science, religion, and culture. After the panel presentations, audience members will be given an opportunity to ask questions of the panelists and voice their personal opinions.

Afternoon at the Movies will conclude with a drawing for some great door prizes, including gift certificates from the Red Lobster and Barnes & Noble.

Many faculty members are bringing their classes to the movie and offering extra credit. The movie provides a great springboard for discussing academic freedom, religion, culture, and science.

Faculty, administration, staff, students, and the public are invited to this inaugural event. The movie will be shown in the **Performing Arts Center** at Victor Valley College on **October 11 at 2:30 PM**. For further information, contact AFT Part-Time Faculty United at (760) 245-4271 x2125 or email info@vvcpters.org.

Inherit the Wind
Performing Arts Center
Victor Valley Community College
October 11, 2005
2:30 P.M.

FREE Admission
Classic Movie
Panel Discussion
Great Door Prizes

[President's View, from Page 1]

Secondly, there are a number of committee assignments and offices which have not been filled. We need a first vice president whose primary responsibility is membership development and we need members of the Executive Board. Please go to our Union website at www.vvcpters.org.

Finally, we are beginning the negotiations process during which we hope to secure our first contract with the administration. We have selected Paul Jordan, Field Representative with the California Federation of Teachers, to lead us in those efforts and to serve as our chief negotiator. Paul's first report appears in this edition of our newsletter. We are confident that we have put together a competent negotiating team that will protect the rights and interests of all the members of our bargaining unit. Within the next few weeks, we will be asking you to complete a survey. We know how busy you are at the beginning of a semester, but please, take the time to complete the survey so we will know what your interests and concerns are.

The road ahead is filled with opportunities as well as obstacles. Together we can navigate that road successfully. But first we must construct a vehicle capable of getting us to where we want to go. Our destination is a contract that is fair and equitable and provides for the best possible environment in which to advance learning. Our Union is the vehicle we have chosen to get us there. Now, we must all climb aboard and work together so that our vehicle will reach its intended destination. All aboard!



ANNOUNCEMENT OF ELECTION OF OFFICERS

by Eric Burns
Chairperson
Election Committee

AFT Part-Time Faculty United, Local 6286 concluded its 2005 Election of Officers on August 19. Over two-thirds of the membership submitted ballots. The following officers were elected:

Don E. Peavy, Sr.	President (2-year term)
Mike Mello	Vice President (1-year term)
Carol Bachofner	Secretary (1-year term)
Neal Kelsey	Treasurer (2-year term)

Congratulations to these new officers! They are highly qualified and eager to serve all Adjunct Faculty at Victor Valley Community College.

*[Five Myths, from Page 1]****Five Myths, from Page 1]*****Myth 2: Unions just cause trouble.**

Reality Check: As with any organization, there is good news and bad news. However, lack of representation hasn't helped part-time staff. It seems that some people think that if we just play nice in the sandbox long enough, then our loyalty and benevolence will be rewarded. Fat chance. Administration seems to think that verbal accolades of appreciation and devotion compensate for a living wage. While sentiments are lovely (albeit condescending)... that doesn't pay the rent. We show people we "love" them by taking care of them.

Myth 3: If I join the union, I will get in trouble or decrease my chances for promotion.

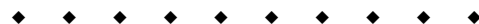
Reality Check: At new faculty orientation, an administrator informed us that the union organizers were sitting outside and in a demeaning manner proceeded to state, "and they *really* want to talk to you." Many people chuckled and sneered, because everyone wants to identify with administration. I thought this was an interesting trap. Everyone wants to be liked by their boss, and the boss doesn't like the union. (Of course your boss enjoys a living wage with benefits.) Consequently, many people avoided the organization that is looking out for you! The administrator isn't going to fight for your raise; The union is! While it would certainly be illegal for an employer to discriminate against an employee on the basis of union membership, the fear of this occurring demonstrates the need for the union. While you certainly don't have to broadcast your membership, the greater our numbers... the greater our strength.

Myth 4: You make \$40.00 per hour... how much more do you want?!

Reality Check: Part-time faculty are paid for classroom time only. As any instructor will tell you, this is a quarter (or less) of the amount of time needed to facilitate an effective class. That is, part-time faculty are NOT compensated for class preparation, test creation, grading papers and tests, tutoring, office hours with students, etc. So let's be real... part-time faculty make about \$10.00 an hour (or less).

Myth 5: I (or my spouse) have a full-time job with benefits. I don't need the union, because teaching is more of a hobby.

Reality Check: You may not need the union today, but what if you need legal representation tomorrow. We live in a litigious culture, and legal action is being taken against professors. The union will provide representation. Finally, while you may be fortunate enough to not need a living wage, your colleagues may not be as fortunate. It may not be your fight, but supporting your colleagues in their struggle is a demonstration of professionalism and ethics.





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9/05

Inherit the Wind

**Performing Arts Center
Victor Valley Community College
October 11, 2005
2:30 P.M.**

**FREE Admission
Classic Movie
Expert Panelists
Audience Participation
Great Door Prizes**

CONTACT INFORMATION

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<p>Name Address City, State ZIP</p>
