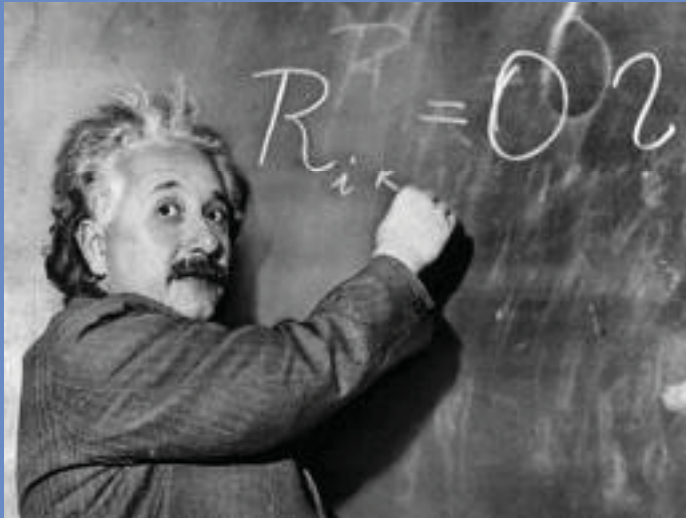


The Voice

Part-Time Faculty Association of Allan Hancock College • Parity & Fairness Through Advocacy



WHAT IF EINSTEIN TAUGHT AT AHC? A PARITY PARABLE

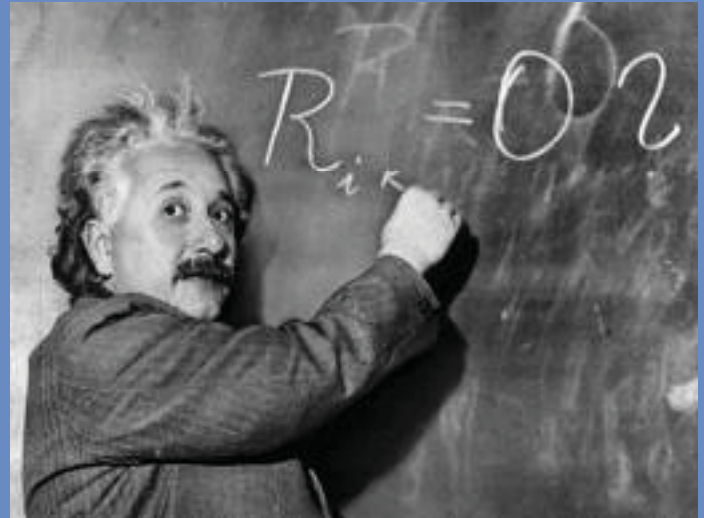


Relativity 101

If he got a full-time job:

**Full Time
Full Pay
Benefits
Job Security
Office Space**

See article page 3



Relativity 101

If he got a part-time job:

**Part-Time
Half-Pay
No Benefits
No Job Security
No Office**

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ESL Instructor



Resolution Passed!

MARK JAMES MILLER, PFA President

As always, a great deal has been going on these past several months. We are in the process of negotiations with the District, as the entire collective bargaining agreement is up for renegotiation this year. We have been active in the shared governance process of the college. Our parent union, the California Federation of Teachers, held its annual convention in March, and we were able to send four delegates this time.

PFA Resolution Passed

Perhaps the biggest news is that for the first time our local sponsored a resolution to be heard and debated at the convention. Titled "Treat All Community College Instructors Equitably," our

single dissenting vote! It reads, "Therefore, be it resolved that the present system be replaced by a single system in which all California community college instructors are considered members of the faculty and are placed on a single salary schedule, with salary, health and other benefits...paid on a pro rata basis...." To have our local's first proposed resolution pass unanimously was a true milestone. All of us in attendance—Vivian Bryan, Susan Case, Rich Baker, and I—were thrilled.

What would this resolution accomplish, if it were put into action? To start with, resolutions adopted by the CFT at the convention can make their way to the Legislature in Sacramento to be-

Above all else, it would be a big step toward parity, that ever-elusive goal that has been a fixture in the struggle for part-time faculty equality since the 1990s.

resolution was approved by the convention's higher education committee and then put forth for consideration by the delegates as a whole. It passed without a

come law (I can't promise that this one will, but this is where many laws relating to education have had their start). It could be a huge step in eliminating the two-tier faculty system that has been created. It would provide more job security. Above all else, it would be a big step toward parity, that ever-elusive goal that has been a fixture in the struggle for part-time faculty equality since the 1990s. If this goal is ever to be reached, the concept of one equal faculty rather than two separate ones has to be realized.

2011 CFT Convention News

A new president, Josh Pechthalt, was elected, as was a new secretary-treasurer, Jeff Freitas. Both won by sizeable margins, and both were supported by our local. We certainly wish them success.

I have been attending the CFT convention since 2004, and this one stands out for the spirit of unity and determination that pervaded from the second it was called to order. I'm sure I don't have to tell you that public employee unions are under attack all across the country.



CFT Convention attendees (left to right): Vivian Bryan, Mark Miller, Rich Baker and Susan Case.

In Wisconsin the governor had been pushing legislation that would have reduced the teacher's unions to a joke, and a poor joke at that. The determined response of the public service workers there, and the realization that if it happens there it could happen here too, infused the delegates with a knowledge that it is time to make a stand, it is time to take action, for if we do not we may soon find ourselves unable to. While the future may look less than sanguine at the moment, I have an unshakable faith that the working people of this country will pull together and turn it around, and create a better future for ourselves and those who come after us.

The Voice

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The Voice is published by the Part-Time Faculty Association of Allan Hancock College, Local 6185, California Federation of Teachers, American Federation of Teachers, AFL-CIO. The PFA's goal is to attain respect, achieve parity, and improve working conditions for our bargaining unit members.

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A Parity Parable

Parity, parity, parity! What can we do to reach parity?

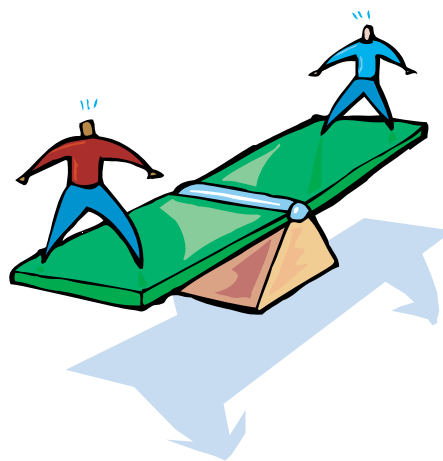
The concept of parity is simple, as we have said many times before: Equal pay for equal work. But making that concept become reality is proving to be much more difficult, as the realities of the world (and the US economy and the state budget) come into conflict with our goal.

Parity is about equity, fairness, and justice. We will continue in our quest to achieve it.

The illustration on the cover sums it up: If Einstein were alive and came to Allan Hancock College to teach physics, he might be fortunate enough to land a full-time job, in which he would receive a reasonably good salary (no doubt many full-time instructors would not agree with this), medical benefits, paid vacation time, an office, and paid for class prep and grading.

But if he came as a part-timer he would receive none of these, but would be required to provide the same quality education as his full-time counterpart.

We often hear this counter-argument from administrators: "But a full-time instructor is asked to perform duties a part-timer isn't required to do." While we acknowledge this to be true, we also have a reply for which we have



never gotten an answer: "Show us where it states on a student's transcript, 'This class is worth less because it was taught by a part-time instructor.'" Then and only then will we accept the argument that a full-time instructor's teaching is worth double or more than ours. (So far no one has ever given us anything even coming near a reasonable answer). The units a student earns from a part-time

instructor are worth just as much as those received from a full-time, tenured faculty. The student does not pay more to take a class from a full-timer, nor do they pay less when taking a course from a part-timer.

Parity is about equity, fairness, and justice. We will continue in our quest to achieve it.

—MARK MILLER

CFT Convention Recollections

Big changes are afoot, and several things stood out for me: the great sense of urgency and solidarity in pushing back against the deliberate campaign to dismantle public education, public services, and unions; high, optimistic energy in meetings; delegates were serious, focused, and active in their task to effect change; the roll up your sleeves, hit the

ground running attitude, and far-reaching vision of new CFT President and Secretary/Treasurer, Josh Pechthalt and Jeff Freitas; our PFA Resolution 13, Treat All Community College Instructors Equitably, was passed easily and without opposition; the Part-time Committee of the CFT is very experienced, active, effective in getting resolutions to Sacra-

mento, and we need to be part of that group.

I enjoyed networking and connecting with fellow CFT members and leaders, such as our new secretary/treasurer Jeff Freitas and our CFT State Legislative Representative Dolores Sanchez. I also attended three excellent workshops:

Please see Recollections, page 4

Meeting with the CSEA

At the beginning of the Spring 2011 semester CSEA leadership, Joni McDonald, Kelly Underwood, and Dorine Mathieu met with the PFA executive board to share ideas and concerns about working conditions at AHC. With unions under attack across the country both groups agree that it makes sense for different bargaining units to work together to establish and achieve our common goals.



Left to right, back row: (PFA) Rich Baker, Gary Aston; (CSEA) Dorine Mathieu, Joni McDonald and Kelly Underwood. Front row: (all PFA) Noel Warffuel, Mark Miller, Roberto Armstrong and Susan Case.

Focus On: Stephanie Fugate—ESL Veteran

BY SUSAN CASE

"I try to instill in my students an appreciation for different cultures and customs as well as for the richness of the language," says 18-year AHC veteran teacher, Stephanie Fugate. "One of my goals each semester is to whet their appetites for travel, learning about different countries and especially the Spanish language."

Born in the California town of Walnut not far from Pasadena, Stephanie received her B.A. in Spanish/Liberal studies from Point Loma Nazarene University. During that period California's public school leaders were calling for more bilingual education, which inspired Stephanie to earn a Masters Degree at UCSB in Bilingual/Cross Cultural Education.

sings in her church choir and lives with her husband in rural Nipomo, but the image of a person who doesn't rock the boat definitely does not fit.

A veteran teacher of 25 years, she began learning her skills in Guadalupe and Santa Maria elementary classrooms. When the concepts of bilingual education came under attack, Stephanie knew from her experience the difference between political posturing in the newspaper and what was true in the classroom. She spoke up in defense of educational principles and invited the



Stephanie Fugate

I try to instill in my students an appreciation for different cultures and customs as well as for the richness of the language.

This soft-spoken woman is the mother of twin daughters in college and a son in high school. She plays the flute,

mayor of Santa Maria to visit her classroom and see for himself what she was fighting for. He declined the offer. She's

been working hard in the classroom and defending what she knows is right ever since, including here at AHC.

When asked about her dreams for the future, Stephanie replied that she loves to travel and wants to see the world. But some of her destinations are closer to home. "Mark (her husband) baseball fans and one thing on our "bucket list" is to get to all the major league ball parks. So far we've only been to seven of them, but it's a start."

Fond Farewells

We Reluctantly Say Goodbye to Dorran Nadeau and Joan Mahony

This past year two long-time and valuable members of our Executive Board, Joan Mahony and Dorran Nadeau, decided to depart the Central Coast for greener pastures: Dorran for Irvine, CA, and Joan for the Lone Star State, Texas.

Joan has been active in PFA since soon after its founding in 1999. Dorran's involvement dates back almost that far. Joan served on many campus shared governance committees, most recently as our representative to Student Learning and Student Services Council. Dorran was a member of our Executive Board, as well as of our negotiating team, and was also Editor-In-Chief of our newsletter, *The Voice*.

During her time at Allan Hancock College Joan was an ESL instructor. Dorran, a tech whiz, worked in the Open Access Lab and Tutorial Center.

The PFA wishes them both the best. We hope they find success in their new endeavors, whatever they may be, and thank them for their long and devoted service to our Association.

We Need You!

From the beginning the PFA has recognized the need for part-timers to be represented on the Academic Senate and all the other bodies (at this writing 8 councils and more than 20 committees under the councils) that make decisions affecting the welfare of our members. We also recognized that those who volunteer for these groups should be adequately compensated by the PFA because this work demands real sacrifices from members who are often involved in two or more jobs.

Since we made our initial decision the number of Councils and Committees has grown and it has become more difficult to find volunteers to fill the vacancies. At this moment we are looking for members who would be willing to serve on the Academic Senate, Human Resources Council, Student Services Council, Technology Council and on various committees. Without your help, it will be impossible for us to fulfill this basic goal of making our voices heard.

Please call our Secretary-Treasurer Gary Aston at 352-0145 or e-mail him at ahcpfa@verizon.net to get more information

and to let us know you are willing to help. Remember you will be paid for your work. We need you!

—ROBERTO ARMSTRONG

Recollections

Continued from page 3

What Works for English Language Learners, showcased ¡Colorín Colorado!, a free, user-friendly, research-based, instructional internet resource from PBS and AFT; Building Power through Classified and Faculty Unity, touched on shared issues between instructors and classified staff and discussed working together against the attacks on public education and public employees; and The Fight for California's Future, is an ongoing campaign to teach the public as well as union members on the need for progressive tax policies which would support our essential, valuable public services.

It was a true honor for me to represent our PFA members and bargaining unit, and I felt equally honored to attend with Mark, Susan, and Rich, three exemplary PFA delegates.

—VIVIAN BRYAN