

Chabot-Las Positas Faculty Association (CLPFA)

FACULTY FOCUS

Volume VIII, Issue 1

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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 which may result in discipline. Please remember the following guidelines:

1. You must request that a union representative be in attendance at the meeting.
2. You must have a reasonable belief that discipline will result from the meeting.
3. You have the right to know the subject of the meeting and the right to consult with your union representative prior to the meeting.
4. 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 and questions but take lengthy notes.



CHECK US OUT AT OUR FA WEBSITE

The FA has our own Website, thanks to our Webmaster, Seth Harwood of the Chabot English Dept. Our Web address is: www.clpfa.com

2008-2009 CLPFA Officers

President: Charlotte Lofft	510-723-6873	clofft@chabotcollege.edu or clofft@laspositascollege.edu
Chabot Vice President: Dave Fouquet	510-723-6868	dfouquet@chabotcollege.edu
LPC Vice President: Jane McCoy	925-424-1237	jmccoy@laspositascollege.edu
Secretary: Tom DeWit	510-723-6821	tdewit@chabotcollege.edu
Treasurer: Kevin Ankoviak	925-424-1396	kankoviak@laspositascollege.edu
Chabot Part Time Rep: Seth Harwood		sharwood@chabotcollege.edu
LPC Part Time Rep: Teresa Donat	925-424-1000 x2360	tdonat@laspositascollege.edu
Chabot Membership: Shari Jacobsen	510-723-6696	sjacobsen@chabotcollege.edu
LPC Membership: Debbie Fields	925-424-1113	dfields@laspositascollege.edu
Chabot Grievance Officer: Charlotte Lofft & Dave Fouquet	510-723-6873 510-723-6868	clofft@chabotcollege.edu or clofft@laspositascollege.edu dfouquet@chabotcollege.edu
LPC Grievance Officer: LaVaughn Hart	925-424-1194	lhart@laspositascollege.edu

General Membership Meetings 2008-2009



*Chabot College,
October 16, 12noon-1pm
Room 1906*

*Topic: How to read your paycheck.
Special Guests: HR & Payroll*

*November 20, 12noon-1pm,
Room 1906
Topic to be announced.*



*Las Positas, Staff Lounge
October 29, 2:30 p.m.,
Staff Lounge*

Topics:

Lab Load Study Completed,
Hope to Increase Targeted Labs

Attn: Part-time Faculty:
The 60% Law Has Been Replaced
With a New 67% Law

Faculty Association Dues:
What A Bargain!!

Agency Fee: What Does That Mean?

Office Hours: New Contract Language

Proposition 8

Lab Load Study Completed. Hope to Increase Targeted Labs.

By Charlotte Lofft, FA President

Tom DeWit and Dave Fouquet have completed the Lab Load Study which was begun last Spring Semester. They have done a huge amount of work with an exhaustive amount of detailed analysis. We are currently negotiating with the District to attempt to increase Lab Hour loads. As we announced at the general FA meeting on Convocation Day, not all Lab Hour loads will be increased, but it is very likely that there will be significant increases in some Lab Hour Loads

Once these negotiations are completed, we expect that our District will have an excellent relationship to our Bay Ten Community College counterparts with respect to how our Lab faculty are compensated on their load sheets. My thanks to all the faculty who filled out the FA questionnaire and who came to our general FA meetings on this topic last Spring. Special thanks to Tom DeWit and Dave Fouquet of Chabot College and the E Board.

Attention Part-Time Faculty: The 60% Law Has Been Replaced With a New 67% Law.

By Charlotte Lofft, FA President

This summer the State Legislature passed a new law for Part-time Community College Faculty. For simplicity, it's the "67% Law", and it replaces the "60% Law". This new law takes effect January 1, 2009 unless the Collective Bargaining Agreement (CBA) in effect at that time has contrary language. Our CBA specifically cites the "60% Law" and only allows a Part-time faculty person to work up to 60% of a full time load. There are a few exceptions, but the widespread application of our CBA is to limit Part-time faculty to 60% of a Full-time load. This was, of course, consistent with the prior law, so it was a reasonable approach.

Our CBA expires June 30, 2009. The District and the Faculty Association are both interested in negotiating a change in the CBA sections that refer to the "60% Law". We are interested in implementing the "67% Law" immediately so that our Part-time faculty can have the advantage of working up to 67% of a Full-time load effective Spring Semester, 2009.

We will keep you informed on the progress of this mutual interest.

Part-time Faculty: Know Your Rights With Respect to Additional Work

Part-time faculty who take on extra work beyond their teaching or counseling assignments are entitled to pay for that work. Your Part-time hourly pay is based on instructional or counseling or librarian preparation, grading, and classroom interaction. If you should work on other projects, such as SLOs (Student Learning Outcomes), then that work is entirely voluntary, and you are entitled to some sort of extra pay which would need to be negotiated between the District and the Faculty Association.

Faculty Association Dues: What a Bargain !!

By Charlotte Lofft, FA President

Colleagues: Perhaps you are not aware, but our FA dues are considerably lower than the average of our Bay Ten Community College counterparts. Part of this is because we are not an affiliated union and therefore do not pay into a national and regional organization. The other reason is that our dues have not increased since the late 1990s!! Next time you notice the "CLPFA Dues" designation on your pay check stub, please remember that it is truly a bargain price for all the services we provide.

It is our pleasure to serve you!!

Agency Fee: What Does That Mean?*By Charlotte Lofft, FA President*

Our Faculty Association has Agency Fee, which means that all faculty pay into the FA even if they are not members. Only members can vote on ballot measures, but everyone pays. Agency Fee payers pay the same as Members, so unless you have issues with joining a union you should really consider filling out the Membership Form in this Newsletter and sending mailing it according to the directions on the form.

DO NOT ASSUME THAT BECAUSE YOU HAVE A DEDUCTION FOR “CLPFA” EVERY MONTH YOU ARE A MEMBER. You are only a member if you sign up to become one. Most Full-time faculty are members, but many Part-time faculty are not. If you are not sure of your Membership status, please contact our Treasurer, Kevin Ankoviak at LPC or one of our Membership Chairs. (Shari Jacobsen, Chabot, or Debbie Fields, LPC)

**Office Hours: New Contract Language***By: Charlotte Lofft, FA President*

This article was published last semester, but it is worth repeating since some faculty have asked about it. There are some significant changes to the Contract language on Faculty Office hour requirements which might affect some of you this Semester. I have quoted Article 10D.3.a of the Contract and underlined the new language. As you can see, it formally recognizes that faculty who are released from teaching duties will have a proportionate reduction in their office hour duties.

10D.3.a Office Hours.

1. **Obligation.** Full time unit members whose load is 100% teaching shall have five (5) office hours per week during the academic year. Faculty whose load is distributed between teaching and other duties shall have their office hours obligation reduced proportionally to their teaching assignment at the ratio of one (1) office hour for each three (3) CAH of instruction. For instance, if a full time unit member's load obligation is 60% teaching and 40% release, then the unit member shall have three (3) office hours per week during the academic year.

If the unit member's teaching load up to 15 CAH is not divisible by three (3) CAH, then he/she shall serve half of the remaining office hour if the remainder is 1.5 CAH or less. If the remainder is greater than 1.5 CAH, the unit member shall serve the full office hour.

Example:

Teaching load of 10 CAH = 3.5 office hours per week.

Teaching load of 11 CAH = 4 office hours per week.



FACULTY ASSOCIATION BOARD VOTES TO OPPOSE PROPOSITION 8 Commits PAC Monies Toward Proposition Defeat

The Executive Board of the Faculty Association voted unanimously to oppose Proposition 8. We agree with the Chabot College Academic Senate position and support the concept of equal rights under the law for all individuals in society. In addition, the Executive Board voted unanimously to contribute a substantial sum of our Political Action Committee monies to the defeat of Proposition 8.

WHY SHOULD SENATE TAKE POSITION on PROP 8?

by: Ming-Lun Ho

Chabot's Academic/Faculty Senate at its September 25 meeting passed the resolution to stand against Proposition 8. Its final form can be found at <http://www.chabotcollege.edu/FacultySenate/doc/ResProp8.doc>. While there is no issue of legality for a public body to take a position on ballot propositions, there were concerns as to how Prop 8 falls under the purview of the Senate. I want to address these concerns here as a Senate President.

Under Title 5 Section 53200, the Senate's primary function is to make recommendation with respect to academic and professional matters, one of which is enumerated as "Faculty roles and involvement in accreditation process, including self-study and annual report." The accreditation self-report is a faculty-driven process, and both the current and previous accreditation standards include "Mission" as one of the standards. The Chabot Catalog publicly states the college's vision and mission, which are supported by the collective values listed therein. The faculty was involved in the creation of these vision, mission, and value statements, which contributes to fulfilling the Senate's responsibilities under Title 5.

As reflected in the text of the Senate Resolution, Proposition 8 runs counter to Chabot's publicly stated mission and values, which the faculty has shaped through carrying out its Title 5 responsibilities. Therefore, it is clearly under the Senate's purview to stand up for Chabot's values by the resolution process.

Personally as a faculty member, I am elated that the Senate acted to stand up for a group in the Chabot community when it is under attack. I really appreciate being able to work in a supportive environment. Many thanks to the FA Executive Board for taking swift and supportive action along with Chabot's Academic/Faculty Senate.

**CHABOT-LAS POSITAS FACULTY ASSOCIATION
MEMBERSHIP APPLICATION FORM**

TO: All Faculty

Thank you for your support of the Faculty Association.

Our Dues Structure is as follows:

Contract, Regular, and Temporary Faculty: \$39. per month for each of ten months (\$390 annually).
\$32.50 per month for each of twelve months (\$390 annually).

Part Time Faculty: \$10. per month for each pay period*

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

Please return this form, including the Payroll Deduction Authorization below, by **Campus Mail** to:

Shari Jacobsen, Chabot College Membership

Shari will send a copy to our Treasurer, Kevin Ankoviak of LPC and another copy to the District Office Payroll Department.

Thank you for your support of the Faculty Association.

For our records:

Name: _____

Division/Area _____

Phone Numbers are optional, but appreciated:

Phone (Office): _____ Home _____

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 Chabot-Las Positas Faculty Association, 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 by me, or by the Chabot-Las Positas Faculty Association.

Social Security or W Number _____ Date _____

Name _____

Signature _____

Status: Check One

College: Check One

Contract/Regular/Temporary _____

Chabot _____

Part-Time _____

Las Positas _____

Just return this page in an envelope to **Shari Jacobsen, Chabot College, Membership.**

Thank you very much,

The Chabot-Las Positas Faculty Association