

FACULTY FOCUS

Volume XI, Issue 8 – May 2010

Summer Operating Hours

A letter from the FA Executive Board was read out in Public Comments at the April 20, 2010 meeting of the Board of Trustees by Charlotte Lofft, FA President. The letter was in response to the District's decision to operate a five day work week over the summer. The following list reflects some of the points made by the letter, which was drafted by some faculty at LPC. Note that even though the letter was drafted by faculty at LPC, it was endorsed by all members of the FA Executive Board.

1. It seems inappropriate to spend money to keep two campuses open five days a week with virtually no students on either campus on Fridays.
2. The number one cause of greenhouse gas emissions is commuter transportation. Changing from 4 days to 5 days represents a 25% increase in the vehicle miles traveled by employees. We are required by law to reduce our emissions by 20%, not increase them.
3. Summer heat causes vehicle emissions to be more dangerous. Most "Spare the Air Days" are in the summer for this reason.
4. Delta College piloted a 4-day work week program in 2008, implementing a 4-day work week in summer 2008 (July 11-August 8) and again in 2009 (May 13-July 31). An estimated 102.4 metric tons of CO2 emissions was saved due to this schedule.
5. Summer is when California needs energy most. Peak demand reaches the highest levels on summer afternoons.
6. Moving to a four day summer work week has been recognized by other colleges and institutions to be an energy and cost saving measure and will be listed as one of the goals for the LPC Climate Action Plan and Strategic Plan.

Lab Load Negotiations

By: Charlotte Lofft

I am delighted to inform you that the negotiations on lab load enhancements have been completed and the following courses will receive the indicated enhanced load. This very significant contract advance has been about two years in the making and has involved a huge effort on the part of the FA, the District, and participating faculty who applied for enhanced lab load.

I want to especially thank Tom DeWit and Dave Fouquet for creating the appropriate questionnaires and data collection devices to facilitate getting the facts to support a request for enhanced load. They, along with LaVaughn Hart and myself joined Gene Gropetti, Tram Vo Kumamoto, and Neal Ely in the negotiations that led to this contract advance.

This contract advance is long overdue and represents an effort on the part of the FA and the District to recognize and value the hard work of our faculty who teach lab the courses. Page 3 for listing.

2009-2010 CLPFA Officers

President
Charlotte Lofft
510.723.6873

Vice President
Chabot: **Dave Fouquet**
510.723.6868
LPC: **Jane McCoy**
925.424.1237

Secretary
Tom DeWit
510.723.6821

Treasurer
Kevin Ankoviak
925.424.1396

Part Time Representatives
Chabot: **Erwin Barron (12/10)**
LPC: **Teresa Donat**
925.424.1000 ext 2360

Membership
Chabot: **Shari Jacobsen**
510.723.7696
LPC: **Debbie Fields** 925.424.1113

Grievance Officer
Chabot: **Diane Zuliani**
510.723.6838
LPC: **LaVaughn Hart**
925.424.1194



Chabot Las Positas Faculty Association

Flexible Spending Account: It's Almost Time to Renew or Enroll

By Charlotte Lofft, FA President

Our FA-District Contract allows for us to participate in a pre-tax salary deduction program (IRS-125 Plan) for the purpose of: Part One, paying for dependent care; Part Two, paying for health plan premiums, and Part Three, other approved health-related expenses. The maximum amount an employee may have deducted for Part One is \$5,000 and \$3,000 for Part Three in a Plan Year. (See Article 20A.1.b.) This benefit is often referred to as a "Flexible Spending Account" and it needs to be renewed annually.

This year's open enrollment period is May 11 – June 11, 2010. Information about the FSA Accounts will be in the correspondence you receive from the Benefits Office. The effective date for any plan changes and to renew/enroll in the FSA Plan is July 1, 2010. **The District will provide a 30 day notice of the annual application deadline for these pre-tax deduction programs via the U.S. mail.??**

It is important to take a moment to evaluate your need for this benefit. The District's IRS-125 provider is EBS, Employee Benefit Specialists (www.ebsbenefits.com). Their website provides an FSA Calculator to help you estimate what your potential tax savings may be by enrolling for the Flexible Spending Account (http://www.ebsbenefits.com/members/fsa_calc.asp).

Note that this is a pre-tax benefit, meaning that whatever you contribute to this Flexible Spending Account will lower your tax base.

It can be very revealing to discover what qualifies for a Flexible Spending Account. One might expect doctor and dentist bills to count as well as prescription drugs. Additionally, eye glasses, certain over the counter medications, and a plethora of other items are included.

If you have any questions, contact the Benefits Department at 925/485-5504 or 925/485-5505.

Remember; **June 11, 2010** is the deadline to either enroll or renew your Flexible Spending Account. You should be getting formal notice of the opportunity for this great benefit from the Benefits Office soon.

Faculty on TLRs Who Will Be Returning To Part Time Status: An Alert

By Charlotte Lofft, FA President

If you are serving in a Temporary Leave Replacement and will return to Part Time status at the end of this semester, be advised that you will have to fund your own Medical Benefits for two months before you can receive the Medical Benefits allowed to the Part-time faculty. NOTE: You must otherwise qualify for these benefits for Part-time faculty in order to receive them. See Article 20A.6 of the Contract.

Lab Load Hours Listing Page 1 Article:

Anthropology IL 0.800
Chemistry 1A 0.875
Chemistry 1B 0.875
Chemistry 5 (Chabot) 0.875
Chemistry 8 (Chabot) 0.875
Chemistry 12A 0.875
Chemistry 12B 0.875
Chemistry 30A 0.875
Chemistry 30B 0.875
Chemistry 31 0.875
Anatomy 1 0.875
Biology 2AB (Chabot) 0.875
Biology 10 0.800
Biology 31 0.800
Biology 50 0.800
Physiology 1 0.800
Environmental
Science 11 (Chabot) 0.800
Chinese 1AB 0.800
Chinese 50ABCD 0.800
Japanese 1AB 0.800
Japanese 50ABCD 0.800
Italian 1AB 0.800
Italian 2AB 0.800
Italian 50AB 0.800
French 1AB 0.800
French 2AB 0.800
French 50ABCD 0.800
Spanish 1AB 0.800
Spanish 2AB 0.800
Spanish 50ABCD 0.800
Astronomy 30 0.800
Physics 2AB 0.800
Physics 4ABC
(Chabot) 0.875
Geology 1L (LPC) 0.875
CIS 54 (LPC) 0.800
CIS 55 (LPC) 0.800
CIS 57 (LPC) 0.800
Physics 10L(LPC) 0.800
Physics 8ABC (LPC) 0.875
Physics 8D (LPC) 0.875
Microbiology 1 0.875
Biology 1 (LPC) 0.875
Botany 1 (LPC) 0.80
Zoology 1 (LPC) 0.875

NOTE: Where it says Chabot or LPC in parentheses, it means that those courses are only offered at that college. All others are offered at each college.

Chabot Las Positas Faculty Association

Part time faculty: Are you a person?

By Erwin Barron, FA Part Time Rep

The district has been bragging about how they have been able to make cuts and save money without laying off faculty. But that assumes that part-time faculty are NOT persons because part-time faculty have been severely impacted by these cuts and the district has indeed been making major lay-offs of part time faculty. Part timers take our jobs very seriously and these cuts are affecting our lives severely.

Your union would like to help the district administration and the board to know what affect their cuts are having on the lives of part-timers and our families. If you have had your assignments cut back or not been given assignments, especially those of you who have been teaching in this district for many years, share your stories! Let's let folks know the effects the cuts are having on our lives.

Share your stories on the Part-time faculty list serve:
http://groups.yahoo.com/group/chabot_pt_faculty/

Or send your stories to your part time faculty E-board representatives:
Erwin Barron at Chabot: ebarron@chabotcollege.edu
Teresa Donat at Las Positas:
TDonat.lpcFaculty.LPC5domain@laspositascollege.edu

We will make sure your stories are heard.

Unemployment benefits for Part-time faculty

Most are eligible for this summer!

By Erwin Barron, Chabot PT Rep
And Teri Donat, LPC PT Rep

Most part time faculty in our district did not receive assignments for summer employment and many have had class assignments severely cut. You are ELIGIBLE TO RECEIVE UNEMPLOYMENT BENEFITS! Individuals who lose their jobs are eligible for unemployment benefits if they are laid off, are fired for reasons other than misconduct, or resign for good cause. They must be able to work and be searching for a job.

California community college part-time instructors are eligible for unemployment benefits during summer if not offered assignments and during breaks between semesters **even if they have an assignment for the following semester**. This is because part-timers are "temporary employees" and have no "reasonable assurance" of re-employment the following semester. Their assignment is contingent on adequate enrollment, funding, program need, and district prerogatives.

Even if you are employed (teaching or doing other work) during summer or winter break, you may still be eligible for reduced unemployment benefits during the break. Similarly, if your teaching load is significantly reduced in the fall or spring semester, you may still be eligible for reduced unemployment benefits during that semester. In either situation you may be "underemployed."

You should apply as soon as possible after you become unemployed (or underemployed), but not before then. It is still advisable to apply as early as possible in order to receive your first check as early as possible. Most faculty become unemployed on the last day of the semester (including final exams).

If you have questions or would like more information about how to apply, please contact your part time faculty E-board representatives:

Erwin Barron at Chabot: ebarron@chabotcollege.edu

Teresa Donat at Las Positas:

TDonat.lpcFaculty.LPC5domain@laspositascollege.edu

Name Changes:

Impact on our Membership List

By Charlotte Lofft, FA President

The recent ballot measure for FA Officers alerted us to the issue of the impact of a name change on our Membership List. If you change your name after filling out a Membership Form, please notify our Membership Representatives. They will ask you to fill out a new form with your new name, which they will transmit to our Treasurer for record keeping.

Only members can vote on ballot measures, including contract ratifications. There is always some confusion about the fact that everyone has to pay Agency Fee, which is 100% of the Membership Fee. Hence, some folks think that they are members just because they see the CLPFA deduction from their monthly pay warrants. You are only a member if you have filled out a Membership Form!!

If you are a Part-time faculty person who has had a hiatus from the District then you may need to fill out a new Membership Form upon your return in order to have voting privileges. If you have any questions about your membership status, contact one of the following:

Chabot College: Shari Jacobsen, Membership Chair

LPC: Debbie Fields, Membership Chair

Either college: Kevin Ankoviak, Treasurer

It is our pleasure to serve you

Chabot Las Positas Faculty Association

The Proposed Russell City Power Plant: FA Opposition

By Charlotte Lofft, FA President

Senator Gloria Romero of Los Angeles recently wrote a threatening letter to Chancellor Kinnamon stating that she is going to call for an audit of the District if it continues to oppose the proposed Russell City Power Plant in Hayward, near Chabot College. The FA regards the site of a power plant near Chabot College as a working conditions matter, and our attorney has written the following letter to Senator Romero stating our opposition to her position in this matter.

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BY FACSIMILE TO 916-445-0485 AND FIRST CLASS U.S. MAIL

April 2, 2010

Senator Gloria Romero, 24th Senate District
Chair, Senate Education Committee
Capitol Office, State Capitol, Room 2090
Sacramento, CA 95814

Re: Union Opposition to Russell City Power Plant Siting Near Chabot College

Dear Senator Romero,

I write at the request of my client, the Chabot-Las Positas Faculty Association (the "Association"). The Association, a labor Union organized under the laws of the State of California, is the exclusive bargaining agent of the faculty of the Chabot-Las Positas Community

College District ("District"). The Association represents all faculty of the District. The Association is affiliated with the California Community College Independents or CCCI. The CCCI is a federation consisting of faculty unions in 13 community college districts, including

faculty unions at community college districts in Rancho Santiago, Santa Monica, Santa Barbara, Pasadena, Santa Rosa, Los Altos, Cupertino and Contra Costa. Altogether, CCCI represents upwards of 30,000 community college faculty throughout the State.

The Union has been greatly concerned at the potential serious health consequences resulting from the construction of CALPINE's proposed Russell City Energy Center Power Plant, just one and one-half miles from the campus. To this end, the Association intervened before the California Energy Commission on behalf of the faculty, and has fully supported the efforts of the District, and other local governmental bodies, to oppose the siting of this facility proposed by CALPINE.

The Union is also concerned that your letter to the District dated March 18, 2010 gives insufficient weight to the safety interests of local citizens and the thousands of employees, community residents and students who work at, attend or have occasion to frequent Chabot College. Contrary to the implications of your letter, the involvement of the District in protecting Senator Gloria Romero, 24th Senate District Chair, Senate Education Committee the safety of Union members, employees and students is viewed by the Union as mandated by law.

Chabot Las Positas Faculty Association

Power Plant continued.....

The Association supports the District's efforts in this regard. The District has not only the right, but also the legal *duty*, to act to protect the safety of workers who will be exposed to the toxins of the power plant every day it is in operation. Numerous other public agencies in the area have also challenged approval of the Russell City Plant, so the District is hardly alone in this regard. These include the County of Alameda and the Hayward Area Recreation and Park District. And the Union understands that the College sits at "ground zero" for the accumulated toxins. This could have a significant adverse effect on Union members, other employees, students, and visitors to the College.

The Association has adopted a resolution opposing construction of the Russell City Energy Center Power Plant on grounds it will negatively affect the working conditions of hundreds of faculty and thousands of students of Chabot College. A copy of this Resolution is attached.

The Union fully appreciates the importance of generating jobs in today's economy, particularly when many workers and Union members have lost their jobs. Nevertheless, the Union believes that such needs should not be allowed to trump the health and safety rights of Union members. Unfortunately, there is considerable indisputable evidence that the proposed siting of this Plant near the College will have serious adverse health consequences for the Union members who work at the College, and the thousands of students they educate.

We recognize that you are not a legislative representative for this area, and thus may not be informed of the Union's active involvement in this matter, or the serious health concerns it has resulting from CALPINE's proposal. The Union does not oppose the development of clean energy, and the proper siting of new energy sources. This project, however, has stirred the opposition of the Union's members, who are informed about the issues, aware of the mistakes made in the consideration of this proposed plant, and rightfully concerned with the pollutants resulting from the siting of this plant so close to Chabot College. These important concerns, reflected in the Union's Resolution in Opposition, require careful consideration. Senator Gloria Romero, 24th Senate District Chair, Senate Education Committee.

The Union urges you to review the Union's position and read the Union's resolution. The Association hopes you will be supportive of the efforts of both the Union and the District to protect the health and safety of the Chabot College community.

Sincerely,

Robert J. Bezemek

Counsel for the Chabot-Las Positas

Faculty Association

Attachment

cc + attachment:

Charlotte Lofft, President, Chabot-Las Positas Faculty Association

Joel Kinnamon, Chancellor, Chabot-Las Positas Community College District

Jewell Hargleroad, Attorney

FA Participates in Earth Day Opposition to Russell City Proposed Power Plant

By Charlotte Lofft, FA President

The FA Resolution against the proposed Russell City power plant was read out at the Earth Day Teach-In at Chabot College by FA President, Charlotte Lofft. This resolution was passed by the FA Executive Board and read out in Public Comments by C. Lofft at the March 16, 2010 meeting of the CLPCCD Board of Trustees. In addition to preparing this Resolution, the FA has voted to move for joinder with the District on this matter in an effort to work together to defeat the proposed power plant. Remember, Chabot College would be at "Ground Zero" for maximum pollution effects if this plant is built. The FA considers this to be a major working conditions issue that would affect the health and safety of faculty, staff and students for years to come.

Chabot-Las Positas Faculty Association

**RESOLUTION IN OPPOSITION OF THE
RUSSELL CITY ENERGY CENTER POWER PLANT**

Whereas,

the Chabot-Las Positas Faculty Association (CLPFA) has consistently and publicly stated its opposition to the siting of a power plant in the neighborhood of the College, where it will negatively affect the working conditions of faculty and the learning conditions of students and;

Whereas,

the Russell City Energy Center will introduce numerous toxins into our environment, including five criteria pollutants identified by the Environmental Protection Agency as injurious to health, the environment and property and;

Whereas,

the "Maximum Impacted Receptor Center" map prepared by the California Energy Commission identifies the Chabot College campus as "ground zero" for falling toxins from the Russell City Energy Center, which the CLPFA denounces as an unwarranted and unacceptable burden to place on a community resource such as ours;

Whereas,

the CLPFA interprets the move to site a power plant in proximity to our mostly low-income, majority-minority students and neighbors as an act of environmental racism, especially since the electricity generated by the plant is intended for residents of the Peninsula, not Hayward or the East Bay;

Whereas,

the CLPFA finds no assurances in the text of the "Prevention of Significant Deterioration Permit" that polluting emissions will be sufficiently monitored or that sufficient oversight is in place to ensure the PSD Permit Conditions are met;

Whereas,

the plant's emissions will put at particular risk the many young children who attend our Children's Center on a daily basis, especially since children have been identified by the Environmental Protection Agency as "sensitive receptors" to criteria pollutants, and;

Whereas,

we wholeheartedly disagree with the California Energy Commission's staff assessment that ten deaths per million due to exposure to contaminants from the Russell City Energy Center is an "acceptable risk" for the community to bear, and;

Whereas,

the supporters of the plant's persistent claims that the plant will bring 650 jobs to the region repeatedly fail to acknowledge that those jobs are temporary and will last no more than 18 months, yet the plant will be a polluter in this community for as many as forty years, and;

Therefore,

Be it resolved that the Chabot - Las Positas Faculty Association emphatically denounces plans to site the Russell City Energy Center in the west Hayward corridor, near our campus, where it will negatively affect the working conditions of faculty and the learning conditions of students.