

Chabot-Las Positas Faculty Association (CLPFA)

FACULTY FOCUS

Volume XV, Issue 12 – December 2011

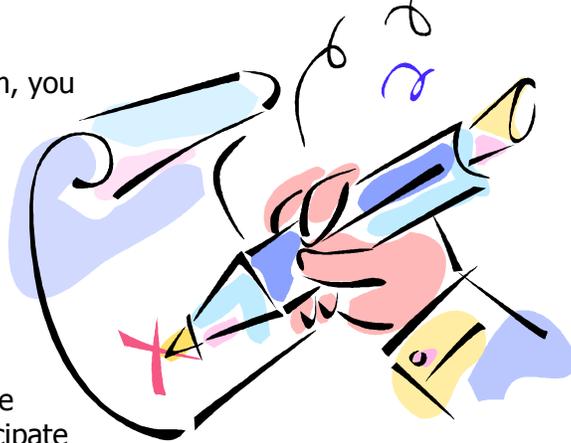
REMAINING ITEMS TO BE NEGOTIATED IN THE SPRING OF 2012

By Charlotte Lofft, FA President

As you know, the TA was ratified by the faculty and the Board of Trustees, so it is now a Contract. It will soon be on the District's website, once we are satisfied that it is editorially correct. This process has been ongoing but should be completed by the end of the Fall Semester.

Once the Contract is in final form, you can request your own hardcopy from the District if you like. Or, you can access it anytime on the District website, link to HR, Faculty Contract.

Even though the Contract has been ratified there are still a plethora of remaining items to be negotiated this Spring. We anticipate meeting the District negotiating team to finish the following items:



- 1. Hold Harmless MOU for faculty who retire during the possible Trigger 2 salary reductions;**
- 2. Alternate Duty Form;**
- 3. HRSA details;**
- 4. Reassign time study;**
- 5. PE, Music, Coaches, study;**
- 6. Lab load changes for specific courses, if appropriate;**
- 7. Out of state Medical plans;**
- 8. Retiree access to Dental and Vision plans;**
- 9. Pay by CAH.**

We will soon distribute materials on how to apply for enhanced Lab Loads if you teach a course that may qualify. We will also be in touch with the Coaches, PE and Music faculty to work on the study we agreed to do about your load and pay.

Upcoming FA announcements and Newsletters will keep you apprised as we go forward from here. I do want to take this opportunity to thank you again for your support of the FA. You trusted us and believed in us, and those values cannot be quantified. We all appreciate it.

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Some Significant Changes in the New Contract

By : Charlotte Lofft, FA President

Now that the Contract has been ratified by both sides, the FA anticipates some significant changes in some of your working conditions by Summer of 2012. For instance:

1. Class Size:
 - a. Math classes at Chabot should go down to 35 to be consistent with the long-standing LPC Math class size of 35.
 - b. All lecture classes at LPC that are not limited to less should go from 45 to 44. This will be consistent with the long-standing class size of 44 at Chabot for comparable classes.
2. Electronic Dropping and Adding of Students
3. Electronic Submission of grades of Incomplete.
4. New Load Sheets that reflect the two different possible categories for excess Load: Carry-Over Load and Banked Load. These number have been commingled at Chabot, resulting in considerable confusion as to what is Banked and what is not banked but just carried over.

Evaluation of Online Classes

By Charlotte Lofft, FA President

It is important to note that the Contract between the District and the FA does not have any limits on how long an evaluator can be into an online class. The FA will be interested in negotiating something to remedy this situation when we reopen the Contract next time. Some people have interpreted the Memorandum of Understanding we signed with the District a while ago as setting limits on the amount of time allowed in an online class. This is not the case. That document speaks to the amount of time an evaluator will be paid to do the evaluation and is silent on how long the actual time should be in the online class. Again, we want to move to change this in the future so as to have some sort of standard for online class evaluations.

CALPINE COMES TO CHABOT

By Diane Zuliani

In the ongoing effort by the Chabot Power Plant Task Force to better understand, and voice our concerns about, the Russell City Energy Center (RCEC), the Task Force hosted plant spokespersons and advocates on campus on October 27. The event began with Task Force speakers Susan Sperling, Catherine Powell and myself, raising specific concerns about the plant, after which our guests were given the floor. Speaking on the pro-plant side were: Joseph E. Ronan Jr., Senior Vice President, Government and Regulatory Affairs for the Calpine Corporation; Bill Quirk, Hayward City Councilman; Andreas Cluver, Secretary-Treasurer of the Alameda County Building and Construction Trades Council; and Allison Bryan, Manager of Environment, Health and Safety for the RCEC.

While the mood of the event was cooperative, and the guest speakers used their time to promote the plant, the concerns raised by Task Force speakers were not addressed. No rebuttals or responses of any kind were made to the following statements:

- The Russell City Energy Center will be the 2nd largest single-source producer of greenhouse gases in the Bay area, and the 6th largest single-source producer of pollution.
- Chabot will be the "Maximally Impacted Receptor Center" for accumulating toxins from the RCEC.
- The air in Hayward will be dirtier and more dangerous as a result of the RCEC.
- No coal plants will be taken offline once RCEC is in operation, thus this plant will not, as Calpine suggests, create a net reduction in greenhouse gases.
- The 10 million dollars given by Calpine to the City of Hayward won't offset the increased health care costs resulting from asthma, cancer, immune deficiencies and other diseases known to result from exposure to criteria pollutants and other toxic air contaminants.
- The chosen location is questionable for many reasons:
 - a) the power has to be cabled 13 miles across the bay;
 - b) the Hayward Fault is five miles away;

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Continued Page 2 Calpine Comes to Chabot

- c) exhaust plumes pose a danger to small aircraft on approach to the Hayward airport, which in turn interferes with the Oakland airport;
- d) the plan conflicts with the San Francisco Bay Plan;
- e) the site is near restored wetlands and habitat for protected wildlife species;
- f) an elementary school, a middle school, a college, a large hospital and 8,000 residents are all nearby;
- g) climate change predictions have rising bay water levels interfering with the site before your plant has completed its lifespan.

The presentation by our guests focused on the following points, to which I have added parenthetical commentary from the Power Plant Task Force:

- Mr. Ronan explained that the RCEC is the nation's first-ever power plant with a federal limit on GHG (Greenhouse Gas) Emissions. (He did not mention that Calpine fought those limitations, and that even with them, the plant will emit 1.9 million metric tons of greenhouse gases annually.)
- Mr. Ronan made the point repeatedly that "Calpine didn't issue itself permits," meaning the project had to undergo the scrutiny of outside permitting agencies such as the Bay Area Air Quality Management District and the California Energy Commission (CEC). (He did not mention that the staff scientists of the CEC rejected the plant, and their rejection was overturned by just two CEC commissioners.)
- Without specifically acknowledging that the west Hayward corridor is already a "non-attainment" zone for CO₂—meaning our atmosphere is already at or beyond the legal limit determined by the EPA—Mr. Ronan explained that "the reason your air is so bad at Chabot is because you're between two freeways." (What Mr. Ronan did not explain is how we are supposed to absorb 1.9 million metric tons in new greenhouse gases and hundreds of tons of new criteria pollutants annually in an area already designated "non-attainment.")
- Despite criticism that the power is "for the peninsula," Mr. Ronan said the power was for everyone and would simply feed the grid. (This doesn't answer the question of why Calpine would site the plant at such a distance from its connection point and in a location so fraught with problems, as noted above.)
- Mr. Ronan did explain that "Calpine would have had a fight on its hands whether the plant was sited here in Hayward or over on the peninsula." (Many of us believe that a "fight" against Calpine waged by residents of the peninsula would have been better funded, more legalistically forceful, and more difficult to win.)
- When forced to acknowledge that the 700 jobs the RCEC will supposedly create are temporary and will last no longer than eighteen months, Mr. Cluver responded "you call them temporary, we call them *careers*."
- Councilman Quirk made the argument that, while renewable energy is definitely a goal for the future, by taking steps today to replace dirty coal plants with newer, more efficient natural gas plants, one is bettering the environment overall. (However, he did not say the RCEC would actually replace any currently operational coal plants, despite being asked this question specifically.)
- Mr. Quirk also argued that replacing old natural gas plants with new ones is better for the environment. (This may be true, but the RCEC is actually being assembled using parts from an old plant.)
- Mr. Quirk also explained that we cannot rely entirely on renewable energy because renewable sources are intermittent, hence the need for natural gas plants. (Many energy experts say this simply isn't so. California's energy needs are already being met by the existing grid—we even sell excess electricity to other states. Existing sources can supply power during the "down" times of intermittent renewable technology. So while Mr. Quirk's stated goal of renewable energy is admirable, it isn't clear how we'll get there if the only plants we're building are of a non-renewable type.)

In the few minutes remaining after the presentation by our guests, the floor was opened to questions from the audience. Community members, students and faculty asked questions that raised concerns about the environmental and human cost of the RCEC.

In the end, it did not appear the event changed the opinions of anyone present. Chabot will continue to fight to preserve the integrity of its learning environment, and Calpine, with 24 huge new natural gas plants currently in the works, will continue its fight to become the nation's largest independent wholesaler of electricity.

PART TIME ISSUES

By Charlotte Lofft, FA President

The FA will have a column in this newsletter devoted to Part time faculty issues on a regular basis. One of our big goals as soon as the state budget is more stable is to improve the salaries for Part time faculty. We have come a long way in this regard, but we are only 5th out of 10 in the Bay 10. And, we don't have Pro Rata Pay completely in place like some of our neighboring community colleges.

The FA did accomplish the goal of putting all of the allocation monies onto the Part time Pay Schedule back in 2003. These monies were one time monies from the state and were intended to help Part time faculty. Most districts responded by giving a one time only stipend, but we got the money on the schedule so that it is ongoing. At the time we were lower than we are now in ranking among the Bay 10 with respect to Part time salaries, so that was a big gain. It is, however, just the beginning in terms of moving forward with more equitable pay for our Part time faculty.

Comparing part-time faculty salaries at Bay 10 colleges

The chart below appeared in the September, 2011 edition of the Advocate, newsletter of the San Mateo Community College Federation of Teachers. The entire newsletter is available online at AFT 1493's website at: <http://aft1493.org/advo/advo9-11.pdf>.

Comparing part-time faculty salaries at Bay 10 colleges

The chart below shows that SMCCCD part-time faculty salaries rank between 5th and 7th among nearby districts.

	MA + 60 units						PhD					
	Step 5	Rank	Step 10	Rank	Highest	Rank	Step 5	Rank	Step 10	Rank	Highest	Rank
Marin	\$112.07	1	\$132.78	1	\$149.34	1	\$120.77	1	\$141.07	1	\$157.32	1
San Francisco	\$108.55	2	\$128.72	2	\$136.79	2	\$112.59	2	\$132.76	2	\$140.83	2
Foothill-De Anza**	\$100.68	3	\$104.76	3	\$104.76	4	\$108.84	3	\$112.91	3	\$112.91	3
San Jose-Evergreen	\$90.34	4	\$96.52	6	\$96.52	7	\$96.58	4	\$105.93	4	\$105.93	5
Chabot-Las Positas*	\$89.24	5	\$99.97	4	\$99.97	5	\$89.24	5	\$99.97	5	\$99.97	6
San Mateo***	\$80.24	6	\$99.94	5	\$99.94	6	\$80.24	6	\$99.94	6	\$99.94	7
West Valley- Mission	\$79.83	7	\$94.81	7	\$112.61	3	\$79.83	7	\$94.81	7	\$112.61	4
Ohlone	\$67.66	8	\$74.60	9	\$74.60	9	\$67.66	9	\$74.60	9	\$74.60	9
Contra Costa	\$66.67	9	\$77.52	8	\$90.59	8	\$71.01	8	\$81.90	8	\$94.91	8
Peralta	\$65.53	10	\$72.02	10	\$72.02	10	\$65.53	10	\$72.02	10	\$72.02	10

* plus eligible to 1 paid office hour per week at a rate of \$43.20 (not included in these numbers)

** plus eligible to 1 paid office hour per week (not included in these numbers)

*** includes paid office hours (calculated as 1 office hour per 3 hours of instruction)

The above data is based on current salary schedules, but some estimations have been made in calculating hourly rates for some districts.

Chabot Spring Calendar

January 16	Holiday
January 17	First Day of Instruction
February 3	Last Day to "Add" or "Drop" in person
February 5	Last Day to "Add" or "Drop" Online
February 6	Census Deadline
April 4	Last Day to Apply for Graduation
April 9 – 15	Spring Break
May 18	Last Day of Instruction
May 19 – 25	Finals Week
May 26	Commencement
May 30	Grades Due

