



# ADVOCATE

Volume 53  
Number 2  
DECEMBER 2017

The Official Newspaper of The Community College Association/CTA-NEA

## Be Our Guest!

*Napa Valley instructor provides hospitality during wildfires*

**W**HEN FIRE BROKE out in the early hours of Oct. 9, Napa County emergency services heroes were joined by Napa Valley College's faculty, staff, coaches and administrators who supported evacuees, set up a shelter, and accepted countless generous donations. Ultimately, the eight-day operation provided three shelters (in a gymnasium, the Student Activities Center, and the Police Academy training room), served more than 780 evacuees, registered 2,000 volunteers, and distributed 209 pallets of donated clothing, food, water, toiletries and toys.

In the middle of it all, cooking three meals per day every day for the volunteers maintaining the shelters, was Merrick McKeig, instructor and program coordinator for the NVC Hospitality, Culinary and Tourism Management Program.

"The kitchen served as a central hub for volunteers, and my classroom became the break room," he said. He provided "huge assortments" of sandwiches and other dishes using food that was donated or purchased by the college. "Food showed up, and we had to get creative about what to make with it. Anything extra we had was donated to the Salvation Army."

This was all in a day's work for this community-minded instructor. McKeig has a B.A. and MBA in Hospitality Management from the University of North Carolina at Greensboro and is ABD in



Students like Lilianna Bracco and Isbal Guerrero get hands-on training in culinary arts and hospitality at restaurants, wineries and other venues in Napa Valley, thanks to the community-minded work of NVCFA member Merrick McKeig.



UNLV's doctoral program in Hospitality Administration. He taught at University of Nevada, Las Vegas, and the University of South Carolina before coming to NVC in 2015.

His intent is to grow the hospitality program, which started in 2008, through community engagement.

There are now about 100 students in the pro-

gram. The Napa Valley College Faculty Association member runs the kitchen, schedules classes and advises students.

The program McKeig designed gives students the fundamentals of the hospitality industry, which is the second-largest employer in the Napa Valley region, and offers two certificate of achievement options. The culinary program is brand-new this year. "I love to do it. It's cool to see the changes."

McKeig works with the Napa Valley Hospitality Industry Partnership, which provides input and training needs so McKeig can custom tailor curriculum to meet employment needs in Napa Valley. That is beneficial on so many levels, said student Halle Lewis, who has completed the hospitality

### CTA Disaster Fund

The CTA Disaster Relief Fund ([ctamemberbenefits.org/drf](http://ctamemberbenefits.org/drf)) has paid at least 110 grants totaling \$190,000 to CTA members who lost their homes in the deadly October wildfires. More are being processed.

classes and is in pre-culinary. "Merrick creates experiences — his classes are extremely hands-on. Hospitality is about the experience, and he makes it real," she said, noting that tours of hotels and participating in events like the PGA Golf Tour and the BottleRock Music Festival

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## What faculty negotiators wish you knew about bargaining

**HOW OFTEN DO** you talk to your local leaders about their experiences bargaining your teaching conditions, salary and benefits with your college district? A lot of time and energy goes into advocating for you. While a good, respectful relationship with the college district is helpful, support from union members is the greatest contributor to success at the bargaining table.

Lassen Community College (LCC) is located in Susanville. The Lassen College Faculty Association (LCFA) leadership team is pretty new and has been creating positive change organizationally despite challenges at the bargaining table. LCFA and the LCC District are currently in mediation after months of contentious negotiations.

Carrie Nyman, an adaptive PE instructor and Special Athletes Activities Club faculty adviser, is LCFA president. Mathematics instructor Robert

Schofield is LCFA's chief negotiator. We asked them about bargaining.

**First, tell us about your chapter and your members.**

**NYMAN:** The faculty at Lassen College are hardworking, dedicated, and committed to bringing out the best in every student. They work above and beyond their teaching duties to give opportunities to students on campus and within the local community. LCFA members are energetic, fun, and always at the top of their game in providing students with community and educational activities.

**SCHOFIELD:** Our faculty work hard to help our students succeed, and the union is right there supporting the faculty. We feel attracting, encouraging and retaining quality instructors is our overriding goal while negotiating with district administrators. We have many fine faculty who should be



LCFA executive committee's strong advocates: (standing) Buck Bauer, Chad Lewis, John Martin, Robert Schofield; (seated) Kittie Edson, Carrie Nyman, Lisa Gardiner.

Please see **Lassen**, page 5 ▶

# As we get ready for 2018, we are blessed to have our union

By CCA President **Lynette Nyaggah**

**T**HIS YEAR, we have seen incredibly anti-union changes in our political climate. Seldom do we see an emphasis on the benefits of unions in the media or in the government, yet we know that unions make a difference in our lives. There are many working people who wish they had a union to bargain a good contract for them, guarantee their due process rights, and help them achieve a secure retirement. We are blessed to have these protections, which are provided by our CCA unions.

Being united as a union gives us an opportunity to engage in collective action. Sometimes we do this locally, when we protest particularly egregious actions by administrators. For example, our newest affiliate, the Faculty Association of Rancho Santiago CCD, is fighting a proposal from the district for an increase in their contracted load to 18 units, and opposing a contract with the Saudi Arabian government to supply faculty where neither Jewish nor women faculty can teach. When we have issues like these, we advocate together for what is right.

Before Rancho Santiago affiliated with CCA/CTA, the faculty were on their own. But now, North Orange, Mt. SAC, Coast, South Orange, and even my college, Rio Hondo, can come to the aid of our Rancho Santiago colleagues whenever they act at Board of Trustees or college-wide meetings. And then when protest is necessary at another district, FARSCCD can reciprocate and come to the aid of their colleagues.

Collective action is necessary and important at the state level, too. When the Chancellor's Office or the Legislature has not fully thought out certain proposals or has chosen priorities that do not match ours, we work together to educate them. That doesn't just mean CCA. It also means that we work with our partners — the California Federation of Teachers (the "other union"), the Faculty Association of California Community Colleges (FACCC), the Academic Senate for CCC, and the CCC Independents.

For example, the recent FLOW (Flex Learning Options for Workers) proposal for an online community college was on a fast track, and wasn't completely thought through before it was presented to the CCC Board of Governors. The Academic Senate spoke on the process of developing this proposal, emphasizing that all stakeholders needed to be involved in all iterations of the proposal, especially since faculty and classified staff work with students every day.

I spoke on behalf of the unions, emphasizing that before this proposal could be supported, we would have to have the answers to the following questions: Who would be the employer for faculty working in this online community college? How would they be offered membership in unions? Would the faculty meet minimum qualifications? And finally, would the faculty even live in California, or would they do their teaching out of Texas or even India?

There is validity in this proposal — research shows that returning students are better equipped for online learning, and that is the target audi-

ence for this limited online community college. So, our collective action has, we hope, sent a message to the Chancellor's Office that faculty involvement is essential.

## New at CCA Winter Conference: Grievance Academy

One of the ways we in CCA help our members develop an awareness of what is happening and how they can advocate for issues that impact faculty, colleges and students is holding three conferences per year. The Winter Conference is coming up Feb. 9-11, and there will be an exciting new offering: the Grievance Academy. If you can bring at least three grievance officers, you are eligible to attend. You are permitted to bring up to seven people. The session will cover everything about handling grievances.

We will also have a general session on AB 705, where our own faculty will present both the research supporting multiple measures and some ways of helping students move directly into transfer-level classes. We will have an important session by the Part-Time Faculty Issues Committee, two sessions on Bargaining and one on Contract Comparison. Our workshops on Teaching Defensively and Behavior Intervention Teams are brand-new.

Our "Learning Is Not a One-Way Street" panel will cover understanding of and appreciation for students' lives and values when we teach — there will be sections on economics, language and history. Our focus on Los Angeles will include a film on the LA protests in the 1990s and a discussion of the history of diversity in Los Angeles. These opportunities to learn will be available to you at our Winter Conference. Go online and register now at [cca4me.org](http://cca4me.org)!

Finally, I wish all of you and yours a joyous holiday season and a rejuvenating break!



Lynette Nyaggah

## ADVOCATE

The Community College Association exists to protect and promote the well-being of its members through collective bargaining, lobbying and representation activities, thereby advancing universal and quality public education.

It is an affiliate of the California Teachers Association and the National Education Association.

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The CCA *Advocate* is published by the Community College Association and the Communications Department of the California Teachers Association, 1705 Murchison Drive, Burlingame, CA 94010, 650-697-1400. Publication of advertising in CCA *Advocate* does not indicate CCA or CTA approval of the advertised product or any of the companies who purchase advertising.

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# It's a great time to go for a drive

## Expanding and backing up your computer's hard drive space

by Terry Ng

WHETHER YOU'RE running out of space on your laptop hard drive, or you want to back up your photos and videos, portable storage has never been cheaper. External hard drives are great for expanding the storage capacity of your computer, as well as backing up your data. An external hard drive makes this simple, by connecting a simple USB or Thunderbolt cord to your computer, or even using an available Wi-Fi connection.

Besides expanding your storage space, external hard drives also make great backup devices. Internal hard drives can fail or become corrupt for a

variety of reasons, and having an external backup drive minimizes your risk of losing important files or family photos that you've saved to your computer's internal drive.

Remember to always disconnect your external drive when not in use.

Key things to look for when choosing an external drive are capacity, speed and warranty.

Here are three we recommend.



### Western Digital My Book 2TB

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Western Digital's My Book external hard drive comes with automatic backup software, password protection and hardware encryption to ensure your data is protected. The 2 terabyte capacity delivers ample space for your videos, photos and other files. A perfect choice for those looking for a desktop external hard drive.



### Seagate Wireless Plus 1TB Portable

PRICE: \$160 WARRANTY: 2 YEARS

The Seagate Wireless Plus portable external hard drive features a built-in Wi-Fi network for simple wireless file transfers and media streaming. No need for any USB or Thunderbolt cables. The portable hard drive will connect up to 150 feet away and delivers up to a 10-hour battery life.



### LaCie Rugged USB 3.0 Thunderbolt Series 256GB SSD

PRICE: \$279 WARRANTY: 2 YEARS

LaCie makes a great portable external hard drive that's shock, dust and water resistant. It's MIL-compliant, which means that data is protected even during accidental drops of up to 6.6 feet. The removable cover provides protection against dust and water. Powered by a solid-state drive with no moving parts, it's the fastest drive of this group, but that speed comes at a higher cost.

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# News You Can Use

## CCA/CTA members recommend Newsom, Thurmond in 2018

CCA leaders joined their CTA State Council of Education colleagues and voted to recommend Lt. Gov. Gavin Newsom for governor and Assembly Member Tony Thurmond for state superintendent of public instruction in the November 2018 election.

“Gavin has long been a public education advocate, including the community college level,” said CCA President Lynette Nyaggah. “Like CCA faculty, he believes in providing a quality, well-rounded education to all students, and believes that the goal of community colleges is not about picking winners and losers; it’s about helping all adult learners succeed.”

Nyaggah noted Thurmond’s support for funding to give all kids the chance to go to college and his opposition to school privatization. “Quite the opposite of his opponent, Marshall Tuck, who supports privately run charter schools and who received millions from Wall Street backers in his failed 2014 bid for office.”

The decision came Oct. 21 during Council’s meeting. State Council also voted to recommend incumbent Xavier Becerra for attorney general, State Board of Equalization Chair Fiona Ma for state treasurer, and state Sen. Ricardo Lara for insurance commissioner.

Find details at [cta.org/newsroom](http://cta.org/newsroom).

## Online trainings for CCA members — FREE

Get the resources, tips and tools needed to advocate online for our students, colleagues and public schools. Register, watch and listen to past sessions and get resources at [cta.org/onlinetrainings](http://cta.org/onlinetrainings). Questions? Email [social@cta.org](mailto:social@cta.org).

Here’s what’s coming up in 2018:

- Social Media & News Media – Jan. 11
- Best Practices on Twitter & Instagram – March 15
- Visuals, Memes & Photography – May 17

## California College Promise: First year free for full-time community college students

The first year of community college will be free for thousands of California students under a bill signed by Gov. Jerry Brown. Assembly Bill 19, the California College Promise, waives course fees for a student’s first year of classes.

Students must apply for the fee waiver and take at least 12 credits per semester.

The earliest the free tuition for all community colleges could go into effect is next fall, provided the Legislature budgets some \$31 million to pay for the expected 19,000 additional students who would take advantage of the tuition waiver.

Roughly 1.6 million of the system’s 2.3 million students already receive other financial aid. AB 19



was authored by Assembly Member Miguel Santiago (D-Los Angeles).

While hailed by some, the bill is not a panacea, say others. Concerns center on targeting general fund monies at specific audiences, and decreasing the resources available for student needs, hiring faculty, and part-time faculty benefits.

## CCA passes resolution banning travel to some states

The CCA Board at its September meeting passed a resolution supporting AB 1887 of 2016, which prohibits state agencies from requiring state employees and officers to travel to a state that has enacted a law that discriminates against the lesbian, gay, bisexual and transgender community. The resolution bans CCA Board members from being reimbursed for travel to states on the prohibited list for the state of California. Find details and the resolution at [cca4me.org](http://cca4me.org). ■

## Culinary, continued from page 1

“showed me that’s what I want to do. I want to manage large-scale events — that mixes well with my love for food, wine, hospitality and music.”

For the BottleRock Music Festival ([bottlerocknapavalley.com](http://bottlerocknapavalley.com)), NVC students are “platinum experience specialists” who manage the check-in experience for clients, including meet and greets, transportation, and directing guests to tastings or food and wine pairings. “Long days, but fun.”

McKeig said such real-life experience helps his students get better jobs. “We are training students to work in the industry in Napa and surrounding areas. The skills I teach make students employable and can be used personally and professionally. We do a lot of upskilling; we see many students who currently work in the industry participate in our program to get promoted.”

That’s the case for James Crane, a father of two boys (Landon, 2, and Oliver, 4) who has worked in the hospitality industry in Napa for 16 years. “I took classes because I wanted to enhance my experience. Now I’d like to run a restaurant, or eventually, even a hotel. These classes opened my eyes to what hospitality really is. There’s more to it than most people think. Hospitality is the No. 1 business in America.”

Crane noted McKeig “knows so much about everything” and is always searching out job opportunities for students. “Regardless if you’re in high school or a working adult, he is supportive and encouraging. He cares about students and the program.”

McKeig’s work with the Faculty Discipline Review Group (FDRG) for hospitality management helped make the associate degrees earned at community colleges transferable to CSU. That was approved by the State Chancellor’s Office this past summer. ■

## Lassen, continued from page 1

recognized by the district in a meaningful way for their dedication and hard work. Many faculty do not currently feel valued by the district, and we want that to change.

### How does the union support faculty? How does the bargaining process impact teaching?

**SCHOFIELD:** The bargaining process can help ensure that you, as faculty, have the time and resources to devote to your instruction and instructional development. For example, by requiring the district to negotiate any changes in workload, the time important to your teaching is not lost to other tasks at the whim of the district. The bargaining process protects you from harassment or unfair treatment, so your teaching can be your No. 1 priority.

**NYMAN:** As I said, LCC faculty are successful, dedicated professionals. They deserve to be honored and compensated for their outstanding work. There is a teacher shortage, and places like Susanville are being hit the hardest. One of the best things we can do for our current faculty is help attract qualified, quality people to campus. That means the best teaching conditions possible.

### What should local CCA members understand about the bargaining process?

**SCHOFIELD:** The faculty must be willing to stand together as a group, to speak as one voice, and to speak out in support of their fellow faculty and the union. If not, the district will not take the faculty seriously when it comes to bargaining. That means the district administrators will do what they want and make changes they want while ignoring contractual or negotiation requirements. When that happens, your rights are being trampled by the district. The faculty have tremendous leverage when working toward the same goal.

**NYMAN:** Your negotiations team members are volunteers. The state reimburses districts for their costs when they negotiate with us. But we, your representatives, do not get paid or have release time when we are at the table. Your bargaining team puts in an astounding number of exhausting hours to make sure the district is not violating the contract. Respect your bargaining team members’ time and expertise by backing them up before, during and after negotiations.

**Your team is now at mediation, which is the second step in the bargaining process. If this doesn’t work, you’ll go to fact-finding and possibly go on strike. Negotiations seem to have a history of being contentious. Faculty had worked for three years without a contract prior to reaching an agreement on the current contract, which ended June 30, 2017.**

**SCHOFIELD:** I’d describe our current bargaining as disastrous, nonproductive, frustrating, ineffectual and one-sided. The district administrators expect to take, take, take, while the faculty are supposed to give, give, give. It is currently not a collegial process as it should be.

**NYMAN:** The faculty proposed salary increases of 6 percent, 5 percent and 4 percent over three years, and came down to 4 percent for each year. LCC rejected all the faculty proposals, offering 1 percent for each year, and said it won’t include any increase until the contract is ratified. That makes the 1 percent nonretroactive offer for this year bogus because the process won’t be complete until after school is out. If the district and board members are truly serious about putting community college students first, it’s time to stop putting faculty last and get serious about doing what works. That means a fair contract for our faculty.

### What is the best way for local members to support the bargaining process?

**NYMAN:** Show action not only in words, but by what you do for the negotiating team. We are here not as individuals, but as a community of people who come together to improve the standard of living and attain a better quality of life for community college faculty.

**SCHOFIELD:** To support the bargaining process, we ask our faculty to:

- Know the LCFA contract so you know what is expected of you.
- Keep informed of district-LCFA negotiations and add your input, opinions and facts to the negotiating team and the faculty in general.
- Promptly notify the union if the district changes or increases your workload or job requirements.
- Make the hard choice to refuse additional district demands or requests (usually claimed to be for the benefit of the students) until the changes have been successfully negotiated with the LCFA.
- Be willing to give up a little, normally for a short time, to obtain long-term gains.
- ASK QUESTIONS TO BECOME INFORMED. ■

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HELP YOU NAVIGATE THE LOGISTICS OF STARTING A CHAPTER ON YOUR SPECIFIC CAMPUS



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# Should health care be a human right in our state?

## *Finding ways to provide health care to all college faculty*

By Kathy Rallings

THE RAGING FEDERAL DEBATE on health care should raise alarms for all CTA members, particularly those in community colleges who are not eligible for a district contribution. They include adjunct faculty, who often depend on public programs, subsidies and services, including Medi-Cal, Covered California and community clinics, all of which are facing significant cuts or caps in proposals being debated.

If these congressional proposals go through, some may go without care until faced with an emergency, or will go into severe debt to receive necessary care. Adjunct members are in jeopardy of losing complete access to health care, as are community college students.

Even before these cuts threatened to roll back progress, negotiating health benefits for faculty was challenging because it expends a good portion of district resources on health benefits rather than higher salaries or classroom improvements. CCA chapters are seeing attempts to shift the cost of care to CCA members with higher copays, deductibles and premium contributions. Still, bargaining teams are utilizing tools and trainings in organizing efforts to maintain quality care at reasonable rates.

In 2012, Solano Community College moved from their existing health plan to CalPERS for health benefits, after an objective analysis of plan offerings. This resulted in millions in savings for similar health plans without cost shifting, and the bargaining teams negotiated for the savings to be added to the salary schedule, leading to a 2 percent wage increase for all unit members at a time when most local chapters were looking at takebacks.

CCA bargaining teams have also found savings through establishing wellness programs, reducing utilization and promoting preventive care. While these efforts only trim around the edges of the issue, they have made positive change for individual local chapters.

The Affordable Care Act (ACA) helped to stabilize the premium rate increases, added benefits by allowing parents to keep children on their plan until age 26, and eliminated lifetime limits and copays for preventive care. However, premiums are expected to rise at least 10 percent next year for employer-based health care. Many districts will be forced to pass increased costs on to faculty.

While CTA/CCA must fight these attacks on Medicaid, Medicare and the ACA at the federal level, there is real momentum at the state level to make

What the media says it will cost to guarantee health care to all Californians through SB 562

**\$400 BILLION**

What Californians are already paying for health care, with 15 million lacking access to care

**\$368 BILLION**

What Californians would pay through SB 562: Single-Payer, everyone is guaranteed care

**\$331 BILLION**

positive progress toward the goal of establishing health care as a human right.

### A new opportunity for affordable health care

Research shows that health care justice has become a top priority for more than 70 percent of Californians. Something is being done about it — and we're seeing positive albeit small successes.

CTA, CCA and other coalition partners have long supported single-payer health care bills that would provide a publicly funded, privately delivered health care system for all Californians with no or limited copays and deductibles.

Under such a single-payer proposal, like those vetoed by Gov. Schwarzenegger in 2006 and 2008, or the new proposal, SB 562 by state Sens. Ricardo

Lara and Toni Atkins, community college districts and CCA members could save billions of dollars annually, and everyone in our state would have quality, affordable health care.

SB 562, the Healthy California Act, would

provide comprehensive health care for all, including dental and vision, and would be funded through current public dollars already in the system, with additional contributions made by employers and employees. This would eliminate copays, deductibles, premium contributions, and the high administrative costs and profits that take up over 30 percent of our health care dollars.

SB 562 is being promoted by the Healthy Cali-

fornia coalition, which has more than 350 member organizations, including CTA and other labor unions, and is growing every day. The coalition wants to convince lawmakers that our state is uniquely situated to fix our broken health care system, save billions annually, and provide comprehensive health care to all for less.

While we are working toward the ambitious goal of single-payer, even with the political, financing and industry obstacles, California should also seek to control costs and expand coverage in the near term, so we don't have to wait for federal approvals to make progress.

To control costs, California can start to put in place regulatory oversight on the prices of insurers, hospitals, medical groups, doctors and other health providers, which grow faster than inflation and much faster than wages.

To increase access, California can continue to expand programs like Medi-Cal to all regardless of immigration status. California took a step recently to cover all income-eligible children, including undocumented children, and had an active proposal this year to cover all young adults up to age 26, which would provide near universality for community college students.

California can also do more to subsidize health insurance premiums (through Covered California, for example) for those who do not get coverage through employment, in order to guarantee that no Californian will have to spend more than 8-10 percent of their income on premiums — an important protection in a state with a high cost of living.

CCA/CTA will be working on these and other efforts in the months to come. This is the time to get involved, so we can continue to make progress toward the goal that in California, health care is a right, not a privilege. ■

**“Of all the forms of inequality, injustice in health care is the most shocking and inhumane.”**

—Martin Luther King Jr.

### Online Resources

[www.healthycaliforniaact.org](http://www.healthycaliforniaact.org)

[www.facebook.com/  
CampaignForAHealthyCalifornia](http://www.facebook.com/CampaignForAHealthyCalifornia)

 [Twitter @4healthyCA](https://twitter.com/4healthyCA)