

ADVOCATE



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“The proposal builds on California community colleges’ strengths with added resources... and a continued commitment to help colleges attract and retain students.”

—**Daisy Gonzales, Ph.D.**,
California Community Colleges
Interim Chancellor

CALIFORNIA COMMUNITY COLLEGES *See Big Wins in Governor’s Proposed Budget*

By **CTA Governmental Relations**

The following is a summary of the major components of the governor’s proposed 2023-24 January budget related to community colleges. Overall, the governor’s budget provides a total of \$13.7 billion in Prop 98 funding and property taxes for the California Community Colleges (CCC), an increase of \$113.9 million, or .8 percent, compared to 2022-23. More details will become available in the coming months, but what we are seeing so far is a step in the right direction.

Apportionments – The budget includes an increase of \$652.6 million in ongoing Prop 98 funding for an 8.13 percent COLA for Student Centered Funding Formula (SCFF) apportionments and \$28.8 million in ongoing Prop 98 funding for 0.5 percent enrollment growth.

CCC Categorical Program COLA – The governor’s budget includes \$92.5 million ongoing Prop 98 to provide an 8.13 percent COLA for select categorical programs and the Adult Education Program.

Student Enrollment and Retention – The governor’s budget provides an additional \$200 million in one-time Prop 98 funding to continue to support community colleges’ efforts and strategies to increase student retention rates and enrollment, building on the one-time investments of \$120 million in 2021-22 and \$150 million in 2022-23.

Enrollment Monitoring – The governor’s

budget summary also states that the administration will be monitoring district-level enrollment trends and will consider options to adjust district budgets should a district not display that they are regaining enrollment lost during the COVID-19 pandemic, entering the 2024-25 academic year.

Dual Enrollment – The governor’s budget summary “requests community colleges establish dual enrollment agreements with all applicable local educational agencies within their community college districts’ service area, if they have not done so already. Further, the administration requests that all community colleges develop and offer a one-unit service-learning course that all high school students would have the ability to access through dual enrollment opportunities. These service-learning opportunities would serve to encourage and enable high school students to volunteer in their local communities and to participate in civic engagement.”

Categorical Flexibility – The administration intends to introduce a proposal in the May Revision to provide community colleges districts that are making progress toward the CCC roadmap goals with additional categorical program spending flexibilities and consolidated reporting requirements for specified and to be determined categorical programs.

Workforce Training Grants – The governor’s budget includes an increase of \$14 million in one-

time Prop 98 funding to support the administration of workforce training grants in collaboration with the California Department of Forestry and Fire Protection.

Deferred Maintenance – The governor’s budget reduces funding for deferred maintenance by \$213 million in one-time Prop 98 funding.

Student Housing – The 2021 and 2022 Budget Acts included a total of \$2.2 billion, over a three-year period, for the Higher Education Student Housing Grant Program, to provide grants for the CCCs, CSU and UC to construct student housing for low-income students. The governor’s budget proposes to delay \$250 million of the anticipated 2023-24 funding to the 2024-25 fiscal year.

Additionally, the 2022 Budget Act included intent language to provide a \$1.8 billion one-time general fund over a two-year period in 2023-24 and 2024-25, to establish a student housing revolving loan program for the UC, the CSU and the CCCs. The governor’s budget proposes delaying \$900 million planned in 2023-24 to the 2025-26 fiscal year and delaying \$250 million from the 2024-25 fiscal year to the 2025-26 fiscal year. This delay would result in \$650 million in 2024-25 and \$1.15 billion in 2025-26 being available for the program. ■



CCA WINTER CONFERENCE ENCOURAGES ADVOCACY AS KEY TO BUILDING A STRONGER UNION

By **Gabriella Landeros**

THE 2023 CCA WINTER CONFERENCE was filled with positive energy from over 130 CCA members. Faculty members found the information useful and worth the weekend. Day one started with the 13th cohort of CCA's Building Strong Locals (BSL) Academy, which is designed to train and empower faculty members with an emphasis on strengthening local chapters. Throughout the weekend, all 16 participants gained new skills relating to preparing faculty to work in their local chapters with confidence and a working knowledge of their rights and responsibilities. With participation by application only, the desired outcome of the BSL Academy is to make local chapters stronger by having informed members participating at every one of our local colleges.

On day one, participants in the BSL Academy answered introductory questions to get to know each other, such as "who are you, leadership experience, role in organizing, role in membership, role in negotiating and academic position on the team." It was evident that participants came from a diverse set of experiences.

"I've been involved with the union for many years. I was elections chair, vice president and grievance officer, and now I'm the president. I've been wanting to come to the BSL Academy for many years. This is my first chance to do it, and I'm excited to be here and learn a lot about what I'm supposed to be doing."

—**Megan Igo**, Merced College FA President

CCA Board Director Lorraine Slattery, who is a director of this year's cohort, said, "It's a very diverse group from all over the state. It's a wide variety of experiences from being brand new to union work to being seasoned presidents."

Sierra Moussatche is a site representative at Orange Coast College and is brand new to a CCA conference. "One of our other board members said this is a really great opportunity for me and a good opportunity to network."

Day one also included a conference orientation for new and returning participants led by CCA President

Eric Kaljumägi and CCA Vice President Randa Wahbe. Members learned about the role of CCA in advocating for community college faculty within CTA, in Sacramento, and in NEA.

On day two, members gained a vast amount of knowledge to become stronger advocates for community colleges in professional development workshops ranging from how to handle grievances to building LGBTQ+ resilience. Brian Stafford, CTA political organizer for the Grassroots Lobbying Program, presented "Effective Advocacy Through Building and Maintaining Relationships With Elected Officials." Members learned how to build effective relationships with elected officials, and why this is critical in the advocacy work CCA does to ensure issues are being rightfully heard. Stafford highlighted the importance of informing elected officials about local impacts, actions they can take and personal stories to drive home the message. Relationships are key to educating and building value, trust and community. This is how inspiring change happens on college campuses.

Day two concluded with CTA Legislative Advocate Patricia Rucker providing an update on community college bills for the 2023 legislative session as well as inside information from conversations around the Capitol. **Among the topics discussed, Rucker led a "think-pair-share" activity on AB 260 (Santiago). This is CTA's co-sponsored part-time pay parity bill that was introduced for a third time in the Legislature at the end of January. It must sit by rule for 30 days before it can be scheduled for a hearing.** CCA is looking forward to continuing the conversation for pay parity for part-time faculty because equal pay for equal work improves student outcomes.

Overall, the 2023 Winter Conference was an effective way to connect with peers and learn new strategies to be the best advocates for community college faculty. CCA hopes members can continue to show up, ask questions and stay curious at future conferences. ■

Read the full story at cta.org/educator/cca

ADVOCATE

The Community College Association, with CTA and NEA as our partners, advocates for California's public higher education faculty, empowers locals, builds strong and effective coalitions, promotes equity and inclusion, and strives to preserve quality public education.

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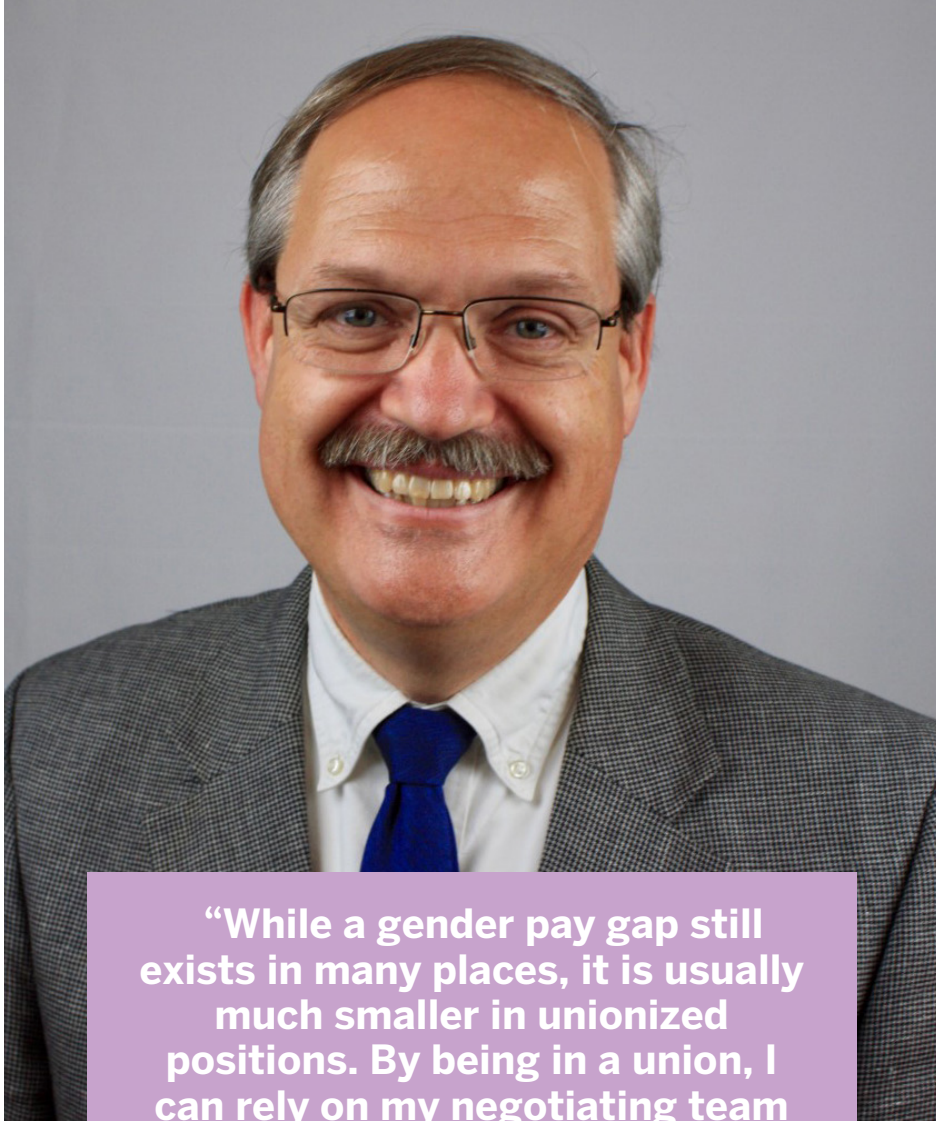
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“While a gender pay gap still exists in many places, it is usually much smaller in unionized positions. By being in a union, I can rely on my negotiating team to spend hours working on my contract, something I wouldn’t have time to do on my own.”

UNIONS ARE A GREAT INVESTMENT

By CCA President **Eric Kaljumägi**

ABOUT FIVE YEARS AGO, some of us were concerned about the Supreme Court of the United States as they considered the case Janus v. AFSCME. In brief, the concern was that since the 1977 Abood v. Detroit Board of Education Supreme Court case permitted agency fees, and since most locals made their agency fee rate the same as their membership fee rate, a lot of union members were possibly only members since they had to pay either way. As we now know, Abood went away and our members didn’t. Only 73 of CCA’s roughly 11,000 members filed drop cards between June 2018 and November 2022.

While occasionally an anti-union group will send out postcards claiming that unions have no value and that you should not give them any money, I believe that my membership in CCA/CTA/NEA is possibly the best investment I’ve ever made. My union memberships cost a little over 1 percent of my salary, but according to the Economic Policy Institute, the average worker covered by a union contract earns 10.2 percent more in wages than a peer with similar education, occupation and experience in a nonunionized workplace in the same industry. In addition to better pay, 94 percent of union workers have

access to employer-sponsored health care, as compared to just 68 percent of nonunion workers. Also, 93 percent of union members have a retirement plan at work, with a third of these having a defined benefit plan (i.e.: a traditional pension) and another third having a composite defined benefit/defined contribution plan. By comparison, only one in nine nonunion jobs includes any sort of defined benefit, and a third of nonunion workers have no retirement plan at all!

Going beyond salary, health insurance, and retirement, union workers are significantly more likely to have paid vacation days, paid sick leave and paid medical leave. They are significantly more likely to have a predictable schedule and are more likely to be aware of and pay attention to political issues. Union members generally have better job safety protections than nonunion workers, are less likely to be “at-will” employees and are more likely to have a grievance or appeal process if they are accused of wrongdoing.

There is also evidence that unions promote equity. The U.S. Department of Labor recently found that unionized women, whether white, Black, or Hispanic, had approximately the same average weekly earnings.

While a gender pay gap still exists in many places, it is usually much smaller in unionized positions. By being in a union, I can rely on my negotiating team to spend hours working on my contract, something I wouldn’t have time to do on my own. That contract will also be the same one for all the other teachers in my district.

While California’s laws currently provide us with a lot of protections thanks largely to past union work, laws can be changed and bills that cause said change pop up all the time. Right now, AB 739 and AB 1246 seek to make changes to California’s public pension systems. Although the two bills are currently “spot” bills that don’t do much, they can be significantly amended. With most teachers focusing on their job, their families, and their local situation, we need NEA to press for education in Washington D.C., and we need CTA working to improve working condition rules and school budgets in Sacramento. We need CCA to review all the higher education bill language, to advocate for faculty at the Chancellor’s Office, and to work with the other statewide faculty groups. We need our local’s negotiating team working on contractual improvements. There are people who want to harm public education and others who want to “fix” it, and our union is one of the very few ways we can stand together and have political relevance.

In March, I attended the NEA Higher Education Conference. I am

aware that California’s faculty are in a comparatively good place. Only six states (Alaska, California, Hawaii, New York, Oregon and Washington) have over 15 percent of their workers unionized. By comparison, eleven states have fewer than 5 percent of their workers unionized. Our union has won and defends higher wages, better benefits, a safer workplace and a pension-based retirement. That’s a really, really good investment.

If you would to learn more about this topic, I suggest you start by reviewing www.dol.gov/general/workcenter/union-advantage and www.epi.org/publication/unions-and-well-being.

As a final note, I’d like to remind you that the CCA Spring Conference will be held April 28 – 30 in Costa Mesa. This conference will include elections (including that of the president and vice president), awards, a business meeting, and both breakout and general sessions. If you are an official delegate from your college, we will cover all typical conference costs, including travel expenses and meals. Registration is now open at cca4us.org/conferences. I hope to see you there! ■





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BARGAINING PART-TIME FACULTY HEALTH INSURANCE

CONTRIBUTORS ARE CCA SECRETARY
JOHN SULLIVAN AND CTA REGIONAL
UNISERV STAFF — COMMUNITY
COLLEGE MARIANNE REYNOLDS

THERE IS NO ONE SIZE FITS ALL solution to how chapters are bargaining part-time faculty health insurance with their community college districts.

Association (RCCDFA) did this 20 years ago and made the brokers' contracts bargainable. RCCDFA actually replaced the broker and then demanded better

The Southwestern College Education Association in San Diego County negotiated an expansion of their current health insurance for part-time faculty commencing in Fall 2023. Immediately upon receiving an assignment of 40 percent at Southwestern College, or as a multi-district part-time faculty, unit members and their dependents are eligible to select plans that are 90–100 percent paid by the district. If their load falls below 40 percent, they can maintain their current plan for one semester with the district paying 67 percent of the premium.

While chapters are submitting their demands to bargain, one of the major challenges is that chapters and districts are finding resistance from insurance brokers and insurance companies. The only way to get around that is to bargain for the actual health plans. The Riverside Community College District Faculty

negotiations with the insurance companies. As part of that process, the brokers had to interview with the Health Benefits Committee that included RCCDFA representatives who then made a recommendation to the union chapter board and trustees.

The health insurers had to also go through the same process, and RCCDFA demanded detailed statistics and analysis for each of the health plans, including utilization and even pharmaceutical usage. The result is that RCCDFA has been able to make informed decisions, lower costs, improve services and ensure that part-time

“It is possible to triumph; chapters must remain committed in their approach and demand shared governance participation in the entire process.”

—CCA Secretary **John Sullivan**

and full-time faculty—and by consequence, administrators and staff—are receiving the best benefits available with two HMOs and a PPO. The collective bargaining agreement provides the RCCDFA President or designee with unfettered direct access to their third-party administrator which ensures the district cannot make unilateral changes.

When problems have occurred, RCCDFA leadership has been quick to address these with the broker and insurance companies and aren't hesitant to bring major issues to the trustees' meetings to voice concerns and frustrations.

“It is possible to triumph; chapters must remain committed in their approach and demand shared governance participation in the entire process,” said CCA Secretary John Sullivan, a former executive board member at the RCCDFA and San Bernardino Community College District Teachers Association. “My recommendation to all chapters struggling with this is to work with your CTA primary contact staff to review your options and push forward, knowing that you are not alone in the process.” ■

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LESSONS FROM THE FIELD

HOW THE GAVILAN COLLEGE FACULTY ASSOCIATION WON BIG AT THE BARGAINING TABLE

By Gabriella Landeros



In an interview with Gavilan College Faculty Association (GCFA), GCFA President Robert Overson and GCFA Lead Negotiator Jessica Gatewood describe how the executive board and bargaining team empowered GCFA members to advocate for what is right and accept nothing less in their recent contract fight.



"As negotiations chair, I can say that the faculty sitting at the table with me were key to our success."

— Jessica Gatewood, GCFA
Lead Negotiator

Q: HOW DID YOU ACCOMPLISH THE WINS IN YOUR NEW CONTRACT?

This contract was the work of two different executive boards and two different negotiation teams on the faculty side, as well as four different district lead negotiators and a complete turnover in top administration at the college. We started negotiations during the 2020-2021 academic year and never settled because the district would not move up from a 0 percent cost-of-living adjustment (COLA) offer. During this long battle, FCMAT came in to assess the financial struggles of the college, the board of trustees started talking about layoffs, and there was a complete turnover in top-level administration. Each time a new district bargaining lead came to the table, it felt like a frustrating reset, as we had to get their new team up to speed, repeat all the reasons why we were not settling, and reiterate all our positions. Meanwhile, we worked to keep the faculty updated on the messages from the district, from the board of trustees and from the financial reports coming out of the college.

During this time, organizing was happening on various levels: a dedicated group of faculty developed a petition for a fair contract, which gained over 200 signatures from faculty and students; it was delivered to the board of trustees in hopes that they would be swayed by seeing overwhelming faculty support for COLA. Many faculty spoke during open comments at board meetings. During the 2022 graduation ceremony, faculty wore armbands to represent support for a fair contract. They also passed out information to the community attending the event so that our students and families would understand what the faculty were fighting for. Also, during this fight, student government leaders gave various talks at college-wide events (graduation and convocation) where they publicly addressed the student support for COLA for faculty and staff. We did membership drives through a series of phone calls and text messages, sent out faculty surveys to keep a pulse on how faculty felt, held forums on Zoom to hear concerns from constituents and developed a portion of our executive board meeting time deemed "GCFA Voices," where faculty were encouraged to come to our meetings to share anything on their minds.

As we entered the fall 2023 semester, our bargaining team finally settled at the table; while we were not able to get the district to agree to a COLA for the 21-22 year, they did agree to a one-time \$2,000 payment for all faculty. For the 22-23 year, they gave us the equivalent of the 6.5 percent COLA (part of it through a 4.5 percent COLA adjustment and the other 2 percent as a step on the salary schedule). They also agreed to retroactive pay, which was a huge win, as the district had held to a "no retro" policy for years. While this wasn't the ideal win, it nonetheless felt huge when the district had consistently held to 0 percent, and our faculty union refused to move down from the state COLA for the 22-23 year. With support from our CTA representatives and a dedication to hold a hard line or go to an impasse from our executive board, the negotiators were able to think creatively to keep the numbers needed to secure the agreement.

Q: WHAT ARE SOME OF THE HIGHLIGHTS?

Before this fight, a lot of faculty had no idea how the negotiation process worked or what went into a negotiation cycle. To keep faculty informed meant to start with the basics, and the executive board was able to develop a lot of educational moments to help faculty understand what it means to be at the bargaining table. We had sessions with faculty where we discussed the budget and how to read and interpret it. We had discussions about regressive bargaining to educate faculty about what that means and why we couldn't just flip numbers once they were on the table. We talked to faculty about the salary schedule and examined inequities between full-time, part-time, and non-credit schedules, highlighting the need for a lot more work toward pay parity. The implementation of these teaching moments will become standard practice moving forward, and this commitment has definitely been a highlight of the process.

Q: WHAT'S SOMETHING YOU ARE MOST PROUD OF?

Negotiations are a lot of work, and oftentimes the pressure feels just as strong from faculty as it does from the district – it can be a frustrating and lonely place, but our team of negotiators remained calm, answered questions from colleagues even when they felt like attacks and held firm at the table. Many hours were spent in discussion regarding strategies, researching what was happening at other colleges and brainstorming with our CTA representative. As negotiations chair, I can say that the faculty sitting at the table with me were key to our success. They were creative and eloquent at the table and were dedicated to clarifying the misinformation circulating through the faculty. They are amazing human beings, and I feel grateful to work with them.

Q: WHAT PIECE OF ADVICE DO YOU HAVE FOR OTHER COMMUNITY COLLEGE CHAPTERS?

Don't be afraid to reach out to other colleges to see what is working and what isn't in their own negotiations. It is easy to catch wind of "wins" happening around you, but often those wins are far more complicated than they seem. Talking to people doing the work rather than listening to the rumor mill about what other colleges are achieving will give you a far better insight into the circumstances happening in your neighboring institutions.

If your CTA representative isn't already working to coordinate the local chapters, ask for their assistance in doing so. Our representative, Josh Kob, has been fantastic in sharing information from one team to another and keeping us all tied into each other's challenges and successes. It is great to be able to go to a CCA conference and know the people from other campuses and what they have been up to. It helps to develop a sense of community, and it is refreshing to talk to other faculty who understand what you are doing at the table.

Q: WHAT DO YOU ENVISION FOR YOUR CHAPTER'S FUTURE?

Our college is about to hire 16 new full-time faculty, so we are hoping for a lot more involvement in our union and bringing in new voices to help us move forward. We also received a \$10k grant from CTA to work on organizing, so we are developing plans for those funds to bring in new energy to the work we are doing.

Q: WHAT MADE YOU WANT TO TAKE ON A LEADERSHIP ROLE IN YOUR UNION?

As is likely the case with many colleges, growing union leadership comes from the people doing the work. Our college has been fortunate to have strong, dedicated faculty serving consistently in our union. Two such members – Leah Halper and Ken Wagman – were instrumental in both our leadership roles for our union. Both served as executive board presidents as well as various other roles, and both reached out to bring new faculty into the union's important work. ■

MT. SAN JACINTO COLLEGE FACULTY ASSOCIATION

HOLDS DISTRICT ACCOUNTABLE FOR RETALIATING AGAINST TWO CHEMISTRY PROFESSORS WHO REPORTED CLASSROOM/WORKPLACE HEALTH AND SAFETY ISSUES

FOR OVER A YEAR AND A HALF, two community college chemistry professors persistently raised health and safety concerns to the Mt. San Jacinto Community College District regarding potentially dangerous staffing and equipment issues related to hazardous chemicals stored in their chemistry labs and classrooms. When the district trivialized their concerns and failed to take recommended action to remedy the potentially dangerous conditions, the professors filed Cal/OSHA complaints and refused to attend a meeting with their dean until the district took steps to address the dangerous conditions. A short time after the filing of the complaints and refusal to meet, the district unilaterally removed the chemistry professors from their elected (and compensated) department chair positions and replaced them with a hand-picked faculty member, in violation of the college's academic senate processes. The district also unilaterally assigned the two chemistry professors to introductory chemistry courses usually taught by adjunct professors, deviating from normal course assignment practices.

The Mt. San Jacinto College Faculty Association (MSJCFA) filed an unfair practice charge with the Public Employment Relations Board (PERB), asserting that the district's actions were retaliatory. After a three-day hearing, the PERB Administrative Law Judge (ALJ) found that the district violated EERA by retaliating against the professors for raising health and safety issues. The ALJ ordered the district to restore



“We are proud of our members for staying strong even in times of adversity. While the fight continues, we are hopeful that PERB will see right through the district’s misconceptions.”

—Lorraine Slattery, MSJCFA Vice President

the professors to their previous course assignments and department chair positions with backpay and interest and to comply with academic senate chair election procedures.

Since then, the district has filed an appeal with PERB, which we think is an unnecessary expenditure of time and funds, but we are confident that MSJCFA will prevail. “We are proud of our members for staying strong even in times of adversity. While the fight continues, we are hopeful that PERB will see right through the district’s misconceptions. When we fight, we win,” said MSJCFA Vice President Lorraine Slattery. ■

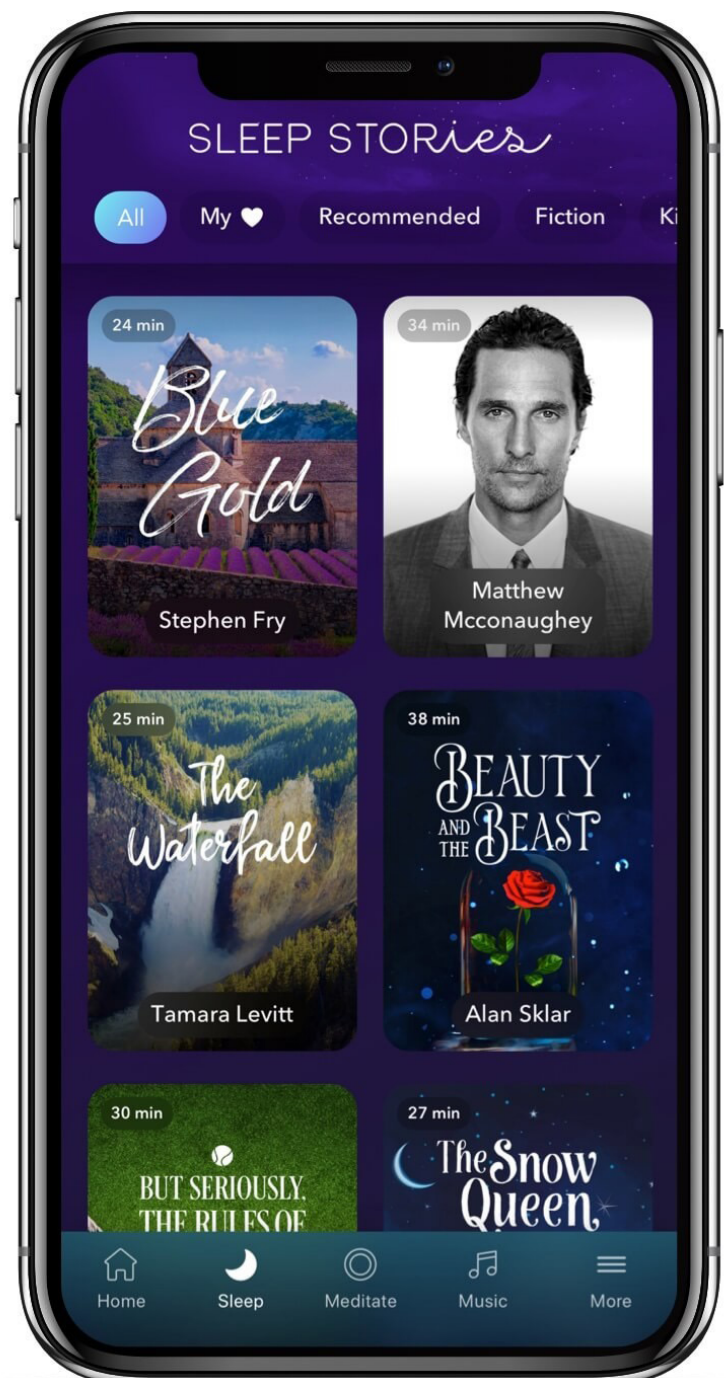


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SPRING 2023

CALENDAR

CCA SPRING CONFERENCE

The CCA Spring Conference, which highlights membership, will be held April 28-30 in Costa Mesa.

APRIL 28-30, 2023

The CCA Spring Conference, which highlights membership and membership engagement, will be held April 28-30 at the Hilton Orange County/Costa Mesa. At this conference, we will highlight our “We Honor Ours” (WHO) awards winners and session two of the Building Strong Locals (BSL) Academy. This is a special program that honors our own local and state union leaders. We will also hold our last council of the academic year. Generally, members will also receive legislative updates pertaining to California Community Colleges.



Conference registration is free for all CCA members. Please register here today: cca4us.org/conferences.

For questions about the conference, please email the conference staff at ccaconference@cta.org. For more information on the Community College Association, please visit cca4us.org.

CCA
Spring
Conference

April 28-30, 2023

Hilton Orange County/
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CCA CTA



CTA STATE COUNCIL

Council, which is CTA's top policy-making body, will be held May 19-21 in Los Angeles.

MAY 19-21, 2023



The State Council of Education sets forth CTA policy, develops legislation, and makes recommendations in general elections. Meeting four times a year, the council's nearly 800 delegates elect the three state-level CTA officers and the CTA Board of Directors.

Learn more about State Council at cta.org/about-us/leadership/state-council.

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