

ADVOCATE



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CCA AT THE FOREFRONT OF NATIONAL POLICY MAKING

CCA leaders and delegates represented community college faculty at the NEA Representative Assembly in Chicago this past July. Eight attended in-person and several attended virtually.

The 2022 annual business meeting allowed for both in-person and virtual participation where



From left to right: CCA Vice President Randa Wahbe, CCA Treasurer Jonathan Ausubel and Napa Valley College Faculty Association President Kristie Iwamoto

nearly 6,000 educators discussed policies, priorities and plans that further cement the association's vision of schools as spaces where all students and educators can thrive. This happens in schools that are safe, just and equitable.

Our Native students and students of color, including those who identify as LGBTQ+, have disabilities, and/or are English language learners are the least likely to attend such schools and their voices, experiences and needs must be centered.

"As a first time RA in-person attendee, I was amazed by the scope of the event. It was truly magical to see thousands of people peacefully debate and decide the policies and business of our union and to be part of that process for those I represent," said Chaffey College Faculty Association President Jonathan Ausubel, who has been teaching English for 25 years at Chaffey College. "The NEA RA in Chicago was extremely productive. Being in-person again allowed for more effective networking with faculty from across the country. From the RA floor to Zoom, these connections have continued as we work with NEA on supporting our part-time faculty," said CCA Vice President Randa Wahbe.

"I felt empowered to see the work that NEA does at the national level. I appreciated the diversity of thought, backgrounds and perspectives. Equally important, the leadership the CTA delegation displayed was inspiring!" said Jesus Gutierrez, member of the Citrus College Faculty Association and CCA District G Director.

Educators also discussed more than 130 business items and adopted many, including an [NEA policy statement](#) that sets NEA's guide for achieving safe, just and equitable schools for every student. It describes ways to achieve learning environments in which students and educators can thrive and to eliminate the obstacles and adverse policies that harm students and impede their success. The policy focuses on a variety of actions to ensure that today's educators have the resources, training and supports they need to help all students succeed.

Additionally, NEA will focus on securing protections for faculty who teach about Palestine, support for women's rights, and engage in a nationwide campaign to educate the public on part-time faculty conditions. ■



goals and actions. We also work to build personal relationships with the CTA Board members and to inform them of CCA's interests. Similarly, the CCA President and Vice President attend the state Board of Governors (BoG) meetings. The Governors, who direct the State Chancellor and create Title 5 regulations, meet six times a year, including a meeting in July. We frequently address BoG during public comment and report back to CTA and the CCA Board about BoG's actions. In addition, we occasionally have private meetings with BoG members.

I also serve as the CTA liaison to Consultation Council. Consultation Council consists of 18 representatives of institutional groups (only five of whom are faculty), labor unions, and students

tasked to help develop and recommend policy to the chancellor and BoG. The Consultation Council is chaired by senior Chancellor's Office staff and is similar in nature to the Leadership Council or President's Advisory Council on your campus. In addition to three formal Consultation Council meetings this summer, members of the Council were invited to provide input to the upcoming CCCC budget request. In every meeting we are careful to advocate for the policies and priorities of CCA. Prior to the Consultation Council meetings, the faculty members on the Council have a separate meeting which allows us to network with both ASCCC and other union leaders.

The Fourth of July week always includes the NEA RA. This assembly is the primary legislative and policymaking body of the National Education Association and approves the NEA's strategic plan and budget, resolutions, the legislative program and other policies of the Association. Delegates to the NEA RA also elect the NEA's officers, Executive Committee members, and at-large members of the NEA Board of Directors. There are roughly 6,000 delegates to the NEA RA, and this year Vice President Wahbe, Treasurer Ausubel, and I were part of the 12-member CCA delegation. Although not a requirement, it so happened that every member of the CCA delegation this year was a current or former CCA Board member.

A couple of weeks after the NEA RA is the CTA Presidents Conference, which this year moved from San Jose to Burlingame (San Francisco International Airport). CCA provides a strand specifically for local community college union presidents and vice presidents, and the CCA officers and staff work hard to build an enjoyable and informative series of workshops and presentations. While many union issues apply equally to PK-12 schools and community colleges, there are some places where a community college perspective is clearly needed.

This is also the reason CCA hosts its own conferences in addition to those provided to all members through CTA. Registration is now open for the CCA Fall Conference, which will be October 14-16 in San Jose this year. You should contact your local union president if you wish to become a delegate. Whether you think of yourself as "green" or "seasoned" faculty, I encourage you to come to our conferences. They are excellent places to gain or refine your union skills, to learn about our advocacy work, and to network with your colleagues from across the state. The actions that the conference delegates take at our business meeting Sunday the 16th will provide guidance to the CCA Board for the next six months, and the delegates determine who sits on CCA's board. Delegate conference expenses (except for half the hotel room) are reimbursed by CCA as per the CCA Standing Rules.

I'll close with a personal request to visit your campus to meet directly with your local's leadership about your issues. What topics are most important for us to advocate for in Sacramento this year? What needs to be added to CTA's policies? What training do you and your local require to be vibrant and effective? While the CCA Board works together to find the answers to these questions, I believe that listening to members where they work is important. I look forward to your invitations and wish you success this academic year! ■

HOW I SPENT MY SUMMER

By CCA President **Eric Kaljumägi**

WELCOME TO THE START of the 2022-23 school year! By now your classes are likely started and your routines established. With most of our activities back to an in-person modality, I'd like to report on what we've been doing these last few months and where CCA is headed. By doing so, I hope that you will gain a sense of the work that CCA does and how we support you, your work and your students at the state level.

The term of office for officers and directors begins in June, and in mid-June CCA held its annual planning session. It is here that we welcome our new directors, and I'm delighted to have Kenneth Bearden (Butte), Matt Jones (Kern), Armando Garcia (San Bernardino), Lorraine Slattery (Mt. San Jacinto), Joshua Christ (Mt. SAC) and Teresa Landeros (Mt. SAC) join the board. The planning session is also where we review our mission and goals and work on the year's measurable objectives. This year we made several significant changes to CCA's goals, which now read:

1. Grow membership
2. Engage membership and strengthen support structures
3. Strengthen state and national level relationships
4. Advocate at the state and national level for our members
5. Achieve parity and equity in pay and status for part-time faculty
6. Close all equity gaps
7. Strengthen communication support structures
8. Communicate the relevance of CCA's work by promoting the challenges, priorities and successes of its members

The CCA Board's actions are guided by these goals, and I expect to have a full set of agreed upon objectives and KPIs which address these goals in place later this semester.

A number of statewide meetings continue in summer. The CCA President and Vice President attend the CTA Board meetings to ensure that CCA is aware of CTA's



Whether you think of yourself as 'green' or 'seasoned' faculty, I encourage you to come to our conferences. They are excellent places to gain or refine your union skills, to learn about our advocacy work, and to network with your colleagues from across the state.



ADVOCATE

The Community College Association (CCA) has become one of the most powerful voices for community college faculty, striving to improve teaching conditions and the quality of the community college system through collective bargaining, lobbying and representation activities. CCA is an affiliate of CTA and NEA.

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FALL 2022

CALENDAR

CCA FALL CONFERENCE

The Fall Conference will be held at the San Jose Marriott Hotel.

OCT. 14-16, 2022



2022 CCA Fall Conference
October 14 - 16, 2022
San Jose Marriott Hotel
CCA CTA

REGISTRATION IS NOW OPEN!

This year, the Fall Conference is dedicated to enhancing bargaining skills and coordinating strategies focused on collective bargaining. In addition to sessions on bargaining-related issues, we will have our first Council meeting of the academic year. Legislative updates will also be offered at the Fall Conference. The [CCA California Leadership Academy](#) has its final session and graduates its class of 2022. You don't want to miss it!

► Register at cca4us.org/conferences or scan the QR code below:



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NAPA WINS BIG!



▲ From left to right: Michael Gianvecchio (NVCFA Negotiator), Sean McCann (NVCFA Vice President), Forest Quinlan (NVCFA Lead Negotiator), Kristie Iwamoto (NVCFA President), Carlene Coury (NVCFA Part-Time Representative) and Eileene Tejada (Academic Senate President)

THE NAPA VALLEY COLLEGE FACULTY ASSOCIATION (NVCFA) secured a 9% salary increase this year for both their full-time and part-time faculty. As a basic aid funded college, the faculty association and the district agreed to a percentage formula based on Napa County property taxes each year over a three-year period. This was a larger win over the 3% increase the faculty received the year prior. Kristie Iwamoto, President of the NVCFA, said that credit for this model definitely goes to her negotiating team. **“I was a little nervous after seeing the 3% increase in year one, but this year has definitely convinced me that it was a good idea and worth doing no matter what happens next year.”** ■

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UPDATE ON PART-TIME FACULTY ADVOCACY

The current legislative session is coming to a close. The Governor has until September 30 to sign or veto bills on his desk. CCA continues to monitor relevant bills and will provide a legislative update in next month's communication. CCA continues the fight for part-time faculty parity and is working with CTA to co-sponsor legislation in the next legislative session. Part-time faculty issues are also gaining priority on the national level. NEA's organizing campaign resulting from NBI 5 will raise awareness around part-time faculty issues by sharing their stories.

KEEP AN EYE OUT FOR THE NEA SURVEY, COMING SOON!



MT. SAC PSYCHIATRIC TECHNICIAN PROGRAM

LEADING THE WAY IN VIRTUAL REALITY

THE FUTURE IS BRIGHT, and Professor Bruce Nixon of Mt. San Antonio College's Psychiatric Technician Program has been a leader in pioneering exciting changes to his department. Nixon has been involved in all aspects of the implementation of their new virtual reality program – everything from the conceptualization to the meetings with the vendors that worked on the technical aspects of the project, the filming, post-production (content-related) and finally, testing. The goal of the new program at Mt. SAC is to give students the opportunity to practice clinical skills in a safe way before going into the actual clinical environment. It's a true hand-tracking approach that simulates a clinical environment in a mental health setting.

In an interview with Nixon, he highlights the impact this has had on his students. "The students have had multiple opportunities to practice the skill sets that were utilized in the scenario, and debriefing sessions were utilized to give the students not only the correct responses, but the rationale for them. The students had fun practicing skills in a safe (and fun) manner."

The basic setup is as follows: the students put on a virtual reality headset and select a scenario. A client appears on screen and makes a verbal statement or gives some nonverbal cues to behavior. Some potential responses appear on the screen. A different video will be triggered depending on which response was selected. The students can get back on the correct path, or if they don't, eventually the program ends.

"We are in the process of developing more scenarios (suicide risk assessment, medication side effects, de-escalation techniques, etc.). Discussions have begun on developing scenarios that are interactive between disciplines, such as a paramedic student teaming up with a registered nursing student to work together as a team, each utilizing skill sets they are learning in their respective programs, to complete a scenario. We are also discussing how the program could be utilized as a training device at the college, such as a scenario in which someone that has a lot of face-to-face interaction with the general public might be taught some basic de-escalation techniques," said Nixon.

The future of virtual reality is going to be huge, and this is a nice way to interconnect didactic concepts with clinical skills in a safe and fun manner. ■

"We are also discussing how the program could be utilized as a training device at the college, such as a scenario in which someone that has a lot of face-to-face interaction with the general public might be taught some basic de-escalation techniques."

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WELCOME NEW BOARD MEMBERS!

The CCA Board of Directors is composed of 32 faculty members; eight of whom are At-Large Directors representing ethnic minorities, women's rights, LGBTQ+ and part-time faculty issues statewide.



KENNETH BEARDEN

Butte College Education Association

Term: 2022-2024

Represents: Butte College EA, College of the Siskiyous CHEA CHPT, Lassen Community College Certified TA, Los Rios (At-large), Mendocino CC P/T, Shasta College FA

DISTRICT A

Kenneth Bearden teaches English and Humanities and has been working in the community college system for 22 years. He has served in several leadership roles on campus including the Academic Senate, Curriculum Committee and Accreditation Steering Team. Statewide, Bearden has worked on Academic Senate committees and has served on Accreditation visiting teams. He began working with Butte College's full-time faculty union in 2016 on the negotiations team, and he is now the president and one of two grievance officers.

Q: WHAT ARE THE BIGGEST ISSUES FACING COMMUNITY COLLEGES RIGHT NOW?

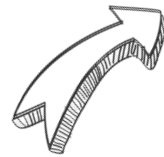
I think the challenges facing community colleges right now are probably the same as they are for Butte College specifically: getting enrollments back up and getting more students and faculty back on our campuses, face-to-face.

Q: WHAT GOALS DO YOU HAVE FOR YOUR TERM ON THE CCA BOARD?

I would like CCA to engage more with other faculty organizations, such as the Academic Senate, so that we can more effectively exercise our collective strength.

Q: WHAT INSPIRED YOU TO TAKE ON THIS LEADERSHIP ROLE?

In two words: Shaaron Vogel, my mentor. But a longer response would be that I have been active locally and statewide in the Academic Senate for years, and I felt like it was time to move myself in a different direction and a direction that I am very passionate about.



MATT JONES

Kern Community College District Community College Association

Term: 2022-2024

Represents: College of the Canyons FA, College of the Sequoias TA, Kern Community College District, Taft College FA, West Hills College FA

DISTRICT D

Matt Jones is a member of the Kern Community College District (KCCD) Community College Association and teaches in KCCD, where he is a professor at Bakersfield College. As a faculty in the Academic Technology Department, he specializes in Instructional Design. He also co-teaches a class in the English department with his wife. Jones has been a member of KCCD since 2011 where he began his career in educational technology as a Systems Support Analyst. However, for the past 8 years, he has been a member of the faculty. Although Jones is a reasonably new member of CCA, he has a great interest in the interpretation of contract language, syntax and sentence structure. Combining that interest with faculty rights drove him to participate in his local chapter, where he is the current acting secretary. Jones believes the post-lockdown world is going to present several challenges for community colleges and it is his endeavor, through the CCA lens, to assist in navigating those waters.

Q: WHAT ARE THE BIGGEST ISSUES FACING COMMUNITY COLLEGES RIGHT NOW?

I believe the post-lockdown world is going to present several challenges for community colleges.

Q: WHAT GOALS DO YOU HAVE FOR YOUR TERM ON THE CCA BOARD?

It is my endeavor to assist the community colleges of District D to navigate the post-lockdown challenges through the CCA lens. I also have a passion for instructional technology and accessibility and plan to advocate for both in my role.

Q: WHAT INSPIRED YOU TO TAKE ON THIS LEADERSHIP ROLE?

Although I am a reasonably new member of CCA, I have a great interest in the interpretation of contract language, syntax and sentence structure. Combining that interest with faculty rights drove me to participate in my local chapter, where I am the current acting secretary. As acting secretary, I found I had a passion for CCA and consequently decided to get involved at the state-level.

Continues on PAGE 8 ►

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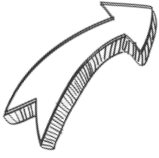
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TERESA LANDEROS

Mt. San Antonio College Faculty Association

Term: 2022-2024

Represents: Southern California Part-Time Faculty members of the Community College Association/CTA/NEA

SOUTHERN PART-TIME FACULTY AT-LARGE DIRECTOR

Teresa Landeros has been teaching as a part-time faculty member since 2004. She serves as an advocate for part-time faculty on the Mt. SAC Adjunct Faculty Advisory Committee. Landeros also serves on the CCA Part-Time Faculty Issues Committee and on the CSUF Academic Senate. Recently, she was elected to serve on the Executive Board for the Mt. SAC Faculty Association and the CCA Board to represent part-time faculty for the southern California region. Her advocacy efforts center around establishing policies, which represent the best interests of both faculty and students and building collegiality among faculty. Landeros' priority is to strengthen the role of part-time faculty on the college campuses they teach as vital collaborators and contributors pertaining to all matters affecting faculty and students. Furthermore, she supports equal pay for equal work for part-time faculty and policies which promote the overall general welfare of part-time faculty, such as job security and inclusion in institutional governance.

Q: WHAT ARE THE BIGGEST ISSUES FACING COMMUNITY COLLEGES RIGHT NOW?

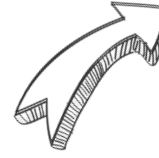
Pay parity for part-time faculty and connecting community college students to student resources so they reach their academic goals.

Q: WHAT GOALS DO YOU HAVE FOR YOUR TERM ON THE CCA BOARD?

Continue to advocate and work toward improving the role of part-time faculty on college campuses and their working conditions.

Q: WHAT INSPIRED YOU TO TAKE ON THIS LEADERSHIP ROLE?

To be a voice for part-time faculty.



LORRAINE SLATTERY

Mt. San Jacinto Faculty Association

Term: 2022-2024

Represents: Coast Community College Assn, Imperial Valley College CCA/CTA/NEA, Imperial Valley College Part Time CCA/CTA/NEA, MiraCosta College TA, Mt. San Jacinto College FA, Palo Verde Community College Assn, Southwestern College EA

DISTRICT H(2)

Lorraine Slattery, Ed.S., is originally from Ireland, where she grew up in a rural community that stressed the importance of family, culture, scholarship and always lending a hand to others when possible. Slattery immigrated to the United States over 25 years ago and has made Southern California her home since. She has been part of the Mt. San Jacinto College community for over 20 years with the last 15 years as full-time faculty in the Teacher Education and Developmental Studies department. She has served for the past six years as Department Chair and has served at levels of local faculty governance including a six-year stint as Senate President. Slattery has also served in a statewide capacity as an Executive Board member for the Academic Senate for California Community Colleges. In addition to her work on the senate side of the house, Slattery has most recently served as her local chapter Vice President and currently holds that title, along with lead Grievance Officer and Negotiations Officer. Slattery is a self-professed "policy-wonk" and looks forward to joining the statewide CCA Board and continuing to support local work.

Q: WHAT ARE THE BIGGEST ISSUES FACING COMMUNITY COLLEGES RIGHT NOW?

As we all tentatively step out of the pandemic and back to life on our campuses, we see that our communities have changed dramatically. Traditional enrollment patterns are in decline. This inevitably hurts our ability to hire and retain faculty. Districts need to be flexible and responsive to student demand while also protecting faculty re-hire rights. Students need support in areas of mental health, food and housing insecurity along with traditional learning needs. Faculty need resources, tools and support to provide the best guidance for our students.

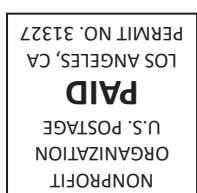
Q: WHAT GOALS DO YOU HAVE FOR YOUR TERM ON THE CCA BOARD?

External pressures on the system to improve student completions and transfer at Community Colleges have focused a lot of attention on that area of our mission. Faculty are content experts in our disciplines and our mission extends beyond transfer goals to career and workforce goals. I'd like to see faculty at the forefront of these conversations again. The working conditions of our part-time faculty must be elevated and discussed with the same urgency as every other equity issue in our system.

Q: WHAT INSPIRED YOU TO TAKE ON THIS LEADERSHIP ROLE?

I have a long history of involvement in faculty leadership at both local and state level. I believe my skills and abilities could benefit CCA and my faculty colleagues throughout the state. I hope that by bringing my particular skill set to the Board, we will continue to represent all our faculty with authenticity and integrity.

To read more about all our Board members, please visit: cca4us.org/about/leadership/boardofdirectors. ■



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