



What The New Faculty Contract Means To Us

By Martin Goldstein

The new faculty contract just approved in January by a vote of 508-3 makes major, watershed advances for part-timers in the area of parity pay, and for the first time paints a clear picture of the future regularization of our part-time workforce. It involves major immediate advances for part-timers, equally major proposed advances, and significant changes in the definition of the work required to do our jobs. In a nutshell, we will get paid more and we will also do more work, but in the end, we will have equal pay for equal work – equal to that of the equivalent full timer on a per class basis.

Let's start at the beginning. "Parity" or "parity pay" is about making part-time and full time salaries equal; if we were at 100% parity they would be exactly equal, and your salary per class would be the same as a full timer with similar credentials and experience. Your duties and responsibilities would also be equal, proportionally, and would include responsibilities both inside and outside the classroom – just like a full timer.

A full timer with a 15-hour-a-week teaching load is obligated to work at least 15 additional hours on these duties. This difference in work obligations is the main difference used to justify paying Part-timers less; at SMC about 70% as much as the equivalent full timers, per class.

We get paid less per class because, theoretically at least, we work less per class. Most of us are not responsible for any of the outside-the-classroom work an full timer is contractually obligated to do – office hours, committee meetings, club advising – any and all non-teaching duties. (The few who do have office hours are paid additionally for them.)

The new contract moves us over the next three years to a situation where most part-timers (all those teaching load factor 1.0 classes) will get 81.25% of the equivalent full time rate and have an office hour obligation proportional to their load - ten minutes per unit per week. Offices, by the way, are not included; it's up to the teacher, or hopefully the department, to find a place to hold them.

The goal is to reach 100% parity in a future contract, at which point we will be obligated to work at least the same number of hours outside the classroom as in it, just as like a full timer. Most of us believe that this situation is not only a fair deal for us, but that it would improve the overall student success numbers, including the all-important student retention rate. Teachers on the ground, not on the freeway, do a better job of helping students, and if we're paid to be around, we will be.

Further, 100% parity would markedly reduce or even eliminate any economic advantage the college would get from hiring Part-timers in the first place. If we cost the same per class, it may even be cheaper to hire one full timer (with one medical and retirement benefit) than two or more part-timers. Part-timers would be hired when it doesn't make sense (or isn't possible) to hire an full timer – or quite possibly someone who simply does not want to teach a full 15 unit load.

If you add the rehire rights already attained here in previous contracts - our Associate Faculty status - and the medical benefits gotten 15 years ago, to 100% parity pay and work obligations, the end result is what is

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Notes from the Part-time Chair

By Becky Curtis

PARITY: Greetings Part-time Faculty. In the recent contract, the district agreed to *define parity at 100%* -- and they also agreed to *back it up*. This is unprecedented progress, and sets a new standard and goal for parity in the future.

Part-timers will see an incremental movement in the salary schedule over the next three years from the current 70% up to 81.25% (for load factor one assignments) by 2010, a **16% increase** over the next three years, on top of the faculty-wide increases just negotiated. With that increase comes an obligation for office hours during the third year, at the rate of 10 minutes per weekly unit taught – an amount most of us routinely give right now for free.

And whom do we have to thank for all of this? Many people, actually, but lets start by thanking our **Chief Negotiator Mitra Moassessi** who is ubiquitous and brilliant. And many thanks to our **FA President Lantz Simpson** who made Part-time goals a priority and has fought for them for decades.

We also have some very talented Part-timers: **Kym McBride** on the Negotiating Team, **Jackie Scott**, on the Negotiating Council, and let's not forget **Melissa Michelson's** contribution to the last negotiating council. And lastly, let's not forget the **SMCFA PAC**, which helped us elect a truly enlightened and progressive **Board of Trustees**.

PT HANDBOOK: Those Part-time leadership stories will soon be available in the new Spring edition of the *Part-time Faculty Handbook*, which should be available after Spring Break. There is also a new article about Parity from **Martin Goldstein**, up-dates on salary and benefits, and information concerning the up-coming CPFA Conference. Please stop by the FA office if you would like a copy, or check with your Chair – or email me and I'll put one in campus mail for you!

FACCC ELECTIONS: The Part-time Chair and Part-time Committee strongly endorse **Dennis Frisch** for FACCC Vice-President. Dennis has been a champion for part-time equity. We also strongly endorse **Mitra Moassessi** who is running for FACCC Board. We need their voice at the State level on our behalf, and we encourage everyone to vote – **please vote in the FACCC election**. *Your vote can and will make a difference. So many part-timers ask – What can I do? Well, you can vote!*

CPFA CONFERENCE: The California Part-time Faculty Association will hold its **10th Annual CPFA Conference here at SMC Saturday May 3, 2008**. We are honored that **Assemblywoman Julia Brownley** will be the Guest Speaker, along with **SMC Trustee Susan Aminoff**, and **LACCD Trustee Mona Field**.

The FA will pay registration for SMC Part-timers. Saturday events include a *Continental breakfast, a buffet luncheon, and dinner refreshments*. Also that day will be multiple Panels on the present and future of part-time faculty employment in the California Community Colleges. What's the future look like? Don't guess – come and find out.

Clear your calendars. We need your participation. **This is a great cause, it is your cause, and we need you to make a difference.** Meet with other Part-time faculty, network, eat and drink and have a good time. And it's free. See you there.

In Memoriam

We mourn the passing of our Part-time colleague **Richard Mednick**, Part-time Law Instructor in the Business Department and retired judge. Richard was a part of our part-time team, and he will be missed. Rest in Peace.



Nightmare on Pine Street

By Martin Goldstein
Political Director, SMCFA

I live on Pine Street and I had a nightmare the other night, the kind only somebody who's been responsible for an election could have. It was one of those frustration dreams, where you're trying desperately to escape something or get somewhere and you keep trying and trying but somehow you just can't, and then you wake up, sweaty, relieved it was only a dream.

Mine was that I was running the campaign for the SMCFA-endorsed candidates for the Board of Trustees in 2006, which I did, only somehow I had screwed it up, gotten overconfident or whatever, and had managed to snatch defeat from the jaws of victory and let Tom Donner win one of the four seats up that year, and now he was a trustee instead of Andrew Walzer, and that the climate on the Board was so divisive and rancorous that here we were into Spring, and we had not settled on a contract, just like those times before under Dr. Robertson and Mr. Donner and all the wonderful stuff in the new contract didn't happen, and parity was

pushed off the table, as it had been in the previous negotiations, and we were stymied, and that this was as far as we'd ever get while I was still working at the College, and that all of my work here would end up being a useless waste of time.

Then I woke up, realized it was only a bad dream, and breathed a large and long sigh of relief.

Because we did win in 2006. We had a smart and gutsy leadership and a united faculty and good Board candidates and the funds to back up our 86% vote of "No Confidence" in the prior President, and we won all four seats, changing the complexion of the Board and allowing Mitra to successfully negotiate the current most excellent contract.

So far as I'm concerned, we owe our future as teachers here at SMC to the SMCFA PAC, which allowed us to do that, and I hope we vote to support it the way it needs to be.

I don't want any more nightmares.



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Contract continued.

known as "regularization" – essentially turning part-timers into proportional full timers.

If this sounds good to you, then stick around, because that's where we're going at SMC. And while you're here, be sure to appreciate and support the work of the SMCFA PAC, which worked very hard over the last few years to elect a progressive and accessible Board of Trustees. Without that, none of the above would have been possible.



SMC Hourly Advocate **Founder, Jim Prickett**

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Santa Monica College Faculty Association
1900 Pico Blvd.
Santa Monica, CA 90405
Phone 310-434-4394
FAX 310-434-3601
Website: <http://www.smcfa.org>

California Part-Time Faculty Association

***CPFA 10th Annual Conference
“The Road to Regularization”***

***Santa Monica College
Saturday, May 3, 2008
8:00am to 4:30pm***

***What is “Regularization?” What is “Parity?”
What’s my job going to look like in the future?
Will I have one? Will I want it? Ask and find out!***

Speakers and Panelists include:

***Assemblywoman Julia Brownley; Susan Aminoff, SMC Trustee;
Mona Field, LACCD Trustee, CFT; Ron Reel, CTA/CCA;
Mitra Moassessi, Chief Negotiator, SMCFA;
Lantz Simpson, President, SMCFA.***

***Breakfast and Registration 8:00-9:00, Lunch 12:30-1:30,
Breakouts 4:30-6:00***

Panels in HSS 165; lunch and breakouts in B 111

Conference fee: \$35; \$25 for CPFA Members

FREE for SMC PT Faculty, courtesy of the SMCFA!

Registration: Curtis_Rebecca@smc.edu