

CPFA NEWS

Serving 38,000 Non-tenure Track Faculty in the California Community Colleges

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Schwarzenegger vetoes office hour, health fund augmentations; Angelides says he'll fight for equal pay for part-time faculty

-- Sandra Baringer

A long-term push to fully fund the state budget line items for part-time faculty office hours and health insurance ended in defeat with Governor Schwarzenegger's veto in late June. These funds were originally established at \$1 million apiece in 1999 in accordance with legislation to provide incentives to community college districts to compensate part-time faculty for holding office hours to meet with students, and to make health insurance available to those who need it.

The health insurance program was set up to pay 50% of health insurance premiums for part-timers who enrolled in such programs, and the office hour program provided similar reimbursement to districts.

But districts who set up health insurance programs for part-time faculty soon found that the state reimbursement budget ran out, so that districts were not getting their full 50% reimbursements. This in turn discouraged other districts from setting up health insurance programs for their own part-timers, since the subsidy from the state was diminishing farther and farther below 50%.

It was hoped that this problem would be remedied when the Community College Board of Governors came on board with faculty organizations last March to add \$9 million to the previous year's line items in the state budget, bringing the health insurance fund up from \$1 million to \$5 million, and the more

successful office hour program up from \$7.2 to \$11.2 million. The legislature approved these augmentations, but the governor then used his line item veto power to strike them.

Schwarzenegger's veto message stated, "The part-time faculty programs were established to provide incentive grants to districts to increase their investments in part-time faculty benefits and were not intended to require additional state contributions. Given the significant increases in general purpose funding in this budget, districts have more than adequate resources to support these programs at local discretion."

The veto message clearly implies that the governor considers the part-time salary parity fund to be a matter for "local discretion" as well. According to the CFT resolution passed on this issue in 2005, the part-time salary parity fund was originally intended to start at \$80 million in 2001 and increase to \$160 million in the second year and \$240 million in the third year. Instead, it was reduced to \$57 million in the first two years and then to \$50, 828,000, where it now stands, despite increased state revenues.

Gubernatorial candidate Phil Angelides has called for full salary parity between part-time and full-time faculty. He states, "I support salary equity for part time faculty to ensure that the state of California can continue to attract and retain talented and dedicated people in our community and state colleges and universities. ... I believe contingent faculty should be

paid fully for their teaching duties – including paid office hours, committee and governance work – whatever duties their full-time faculty counterparts are paid for.

"As Governor, **I will fight for part-time pay parity and compensation for work performed by their full-time counterparts, including health and retirement benefits**, and will remain unequivocal in my support for a stable and funded defined benefit pension program."

Angelides is the first gubernatorial candidate from either of the two major parties to take a clear position on equal pay for equal work for part-time faculty, though Peter Camaejo, Green Party candidate, expressed support for the concept in his 2002 campaign.



AFT's Larry Gold announces new legislative campaign on part-time and contingent labor issues at COCAL conference in Vancouver. Story p. 6.

Analysis:

The Life & Death of SB 847

-- Martin M. Goldstein, CPFA Legislative Analyst

SB 847, the bill proposed and nurtured by CPFA, the bill we created to change the ugly and dysfunctional "60% Law," that Reagan-era relic that forces most of us to become freeway flyers in search of enough classes to eek out a living, is dead.

Sen. Denise Ducheny, who initially sponsored it at CPFA's request, indicated that Marty Hittelman and CFT were the primary reasons the 80% legislation was withdrawn, and that FACCC and CCA/CTA had no particular bearing on the decision. Between Hittelman's longstanding public and private opposition, and the passive-aggressive behavior of FACCC, the state academic Senate, and some other unions, the bill was quite simply dead before arrival.

It was killed, we must conclude sadly, by our full-time colleagues, strangled in the cradle before it even

had a chance to be heard and debated in the legislature. The organizations of the administrators and trustees, and the Board of Governors, were not against it, and virtually all part-timers were for it. But the lesson we learned is that if the full-time faculty organizations, especially the unions, are not united behind a change, it will not happen.

It was a harsh lesson, but one we had to learn. As Sen. Ducheny said to us (David Milroy, CCA/CTA secretary Corina Soto, and myself) when we met with her on September 12, elected representatives cannot — or at least will not — interfere in the internal politics of the teachers unions. They cannot go around the full-time opposition in support of part-time rights, even if, as Ducheny clearly felt, we are being unfairly

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