

# The Voice

Part-Time Faculty Association of Allan Hancock College • Parity & Fairness Through Advocacy



## FIGHTING FOR FAIRNESS

### Who we are

The Part-Time Faculty Association is an organization of education professionals formed to improve the pay and working conditions of its members—the teachers, librarians, and counselors who are employed less than full time at Allan Hancock College. Together, we are here fighting for respect, and equal treatment, of all part-time faculty.

### What we've done

Since our association was formed in 2000, the average hourly pay for part-time faculty at Hancock College has increased by more than 50%. We have negotiated improvements in the Step Advancement process. We have negotiated paid office hours (none existed before we came on the scene, but part-timers were still expected to meet with students on their own time). We have negotiated rehire rights and job security, both nonexistent before the association was formed.

Other accomplishments:

- Grievance procedure
- Representation on shared governance committees
- Office hours in summer session
- Improved evaluation process
- Improved leaves of absence and sick leave
- Improved organizational security, mediation, and advisory arbitration

### Where we're going

We have done a great deal, but there is a great deal more to do. In the future the Part-Time Faculty Association will continue to fight for better pay and better working conditions for our members. We will also work toward becoming more active at the state and national levels, in order to have an influence on policy as it is made. But perhaps the biggest challenge is the issue of parity, that devilishly simple-sounding concept of equal pay for equal work. We are going to fight for parity for part-time instructors. No doubt it will be a long, hard battle, and if we are going to win it, we will need the help and support of our members. (For more on parity, see page 2).

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# Frenetic times throughout summer

MARK JAMES MILLER, PFA President

Summer is supposed to be a time for rest and relaxation. My colleagues and I have done little of that this summer, as it has turned out to be a frenetic time for us. Among the issues keeping us engaged now:

## Re-openers

I know it seems as if we just finished bargaining the entire contract (it certainly feels that way to us) but it is time for yearly contract re-openers to begin. As many of you know, in an off-year compensation is a mandatory subject of bargaining, and each side has the right to reopen one other contract article. For 2008-2009 the District has chosen Article 13, Evaluations, as its article, while

## Pay for office hours has increased to \$25 per hour, and for the first time office hours are available in summer session.

the PFA has selected Article 12, Workload. Bargaining is scheduled to begin in September. As always, we will keep you, the members, updated as the negotiating process unfolds.

## Office hours

Pay for office hours has increased to \$25 per hour, and for the first time office hours are available in summer session. Now another improvement: Instead of waiting for your office hours to be approved, a process that has sometimes delayed part-time instructors from holding their office hours, they are now automatically approved. For credit classes, office hours begin the second week of instruction.

## 67% Law passed

For many months California Federation of Teachers lobbyists in Sacramento have been working for the passage of AB 591, which changes the definition of a community college part-time instructor from 60% to 67% of a full-time load. In July the law was passed and signed by the governor, taking effect January 1, 2009.

## Column advancement

When the collective bargaining agreement was originally completed, a part-time teacher could only advance their column placement in the fall of a given year. Recently it came to our attention that full-time instructors can improve their salary column status any time during the academic year. When we approached Human Resources about this we were delighted to find out H.R. is already treating part-timers the same way as full-timers. In other words, if you feel you are eligible for a higher column on the salary schedule, you can apply anytime and if you qualify, have it take effect the following semester.

## E-mail for everyone

As many of you already know, an Allan Hancock College e-mail account is now available for all part-time instructors. If you do not have an AHC e-mail yet, contact Human Resources at x3338 for more information.

## Parity

During the last round of collective bargaining, it was mutually agreed that a "parity study group" would be established that would examine the issue of parity, externally and internally, and what could be done to set about achieving it. Since then the group, consisting of Human Resources Director Lisa Hughes, Classification, Compensation and Leave of Absence Coordinator Holly Blocker, and PFA board members Susan Case, Vivian Bryan and I, has been meeting and delving into this challenging issue.

Let's start with the basics (and if you have seen this before bear with me): Parity means equal pay for equal work. We are, as everyone knows, expected to provide our students with the same quality education that is given them by our full-

time colleagues. However, as a part-time instructor, you earn on average half of what a full-time instructor makes for teaching the same class you teach, and when I say half I am talking about pay by the hour; that does not take into account the perks and benefits a full-time instructor is entitled to and you are not (such as an office, health benefits, tenure, etc). Using a formula determined by CFT and agreed to by both sides in prior negotiations, the parity study group recently determined that on average a full-time instructor at Allan Hancock College earns—for his or her classroom teaching time—\$108.65 dollars per hour.

*Please see Parity, page 3*

## The Voice

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**The Voice** is published by the Part-Time Faculty Association of Allan Hancock College, Local 6185, California Federation of Teachers, American Federation of Teachers, AFL-CIO. The PFA's goal is to achieve parity and improve working conditions for our bargaining unit members.

### Executive Board Members

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# PFA awards first annual \$500 scholarship

Congratulations to Zaneta Delgadillo. Ms. Delgadillo is the recipient of the PFA's first annual \$500 scholarship. She was presented with the scholarship at the 2008 AHC Awards Banquet on Thursday, May 22 by PFA board members Susan Case and Joan Mahony.

Ms. Delgadillo definitely demonstrates leadership abilities and concern for others—PFA's criteria for awarding the scholarship. She is involved in AHC Student Government and recently attended a Student Advocacy Conference in Washington, D.C. While there, she lobbied Dianne Feinstein, Lois Capps and Sam Blakeslee about student issues such as cost of books, grants, and higher education issues. Zaneta plans to

major in business and/or political science after transferring to UC San Diego or Cal Poly.

Over 750 people attended the banquet in the AHC sports pavilion. More than \$313,000 of scholarship money from 153 community donors was awarded to 221 recipients.

Susan Case and Joan Mahony were honored to participate in the banquet and have the opportunity to meet and chat with Zaneta Delgadillo, a very deserving recipient of PFA's scholarship.

— JOAN MAHONY



Zaneta Delgadillo, recipient of the PFA's first annual scholarship, with PFA board members Joan Mahony (L) and Susan Case (R).

## Parity

*Continued from page 2*

Using the average of Columns IV and V, Steps 4–6 on the part-time faculty salary schedule, the average credit part-timers' salary is \$54.04 per hour (not including the state parity money, which is not on

instructors at Hancock should be earning an average of \$82.57 per hour, a figure that we are nowhere near to achieving. Using the current average of \$54.04 per hour, credit part-time faculty are paid 35% below what both sides agree we should earn.

**A part-time instructor earns just a bit below 50% of what a full-time instructor earns. Using the current definition of parity, credit part-time faculty at AHC are paid 35% below what they should be earning.**

the salary schedule and does not come out of the District's budget). When you do the math you will see that \$54.04 per hour is just a bit below 50% of what a full-time instructor earns.

At present the collective bargaining agreement defines parity as 76% of a full time load. (The PFA feels this should be higher, at least 80% or 81%) Even with the current 76% definition, part-time

## Local president honored

Our local is proud to announce the appointment of President Mark James Miller to the American Federation of Teachers Higher Education Policy and Program Council. This is a great honor not only for Mark but for our local as well. From our humble beginnings only eight years ago, we now have a representative at the national level. This is a wonderful testament to the hard work, tenacity, and dedication of the men and women of our organization.

**"You must be the change you wish to see in the world."**

**~ Gandhi**

# Focus On

## **Gordon Rivera, Coordinator, Campus Graphics**

If you haven't met Gordon Rivera, you are almost certainly familiar with what he does. Gordon is the Coordinator of Campus Graphics, where most of our copies of printed materials are run off.

High and from Cal Poly in 1993. He has been Coordinator of Campus Graphics since 1998. His focus since the beginning has been on expanding and modernizing the services offered by Campus Graphics. He has enjoyed the challenges of resolving problems creatively with the lim-

active role in California School Employees Association (CSEA), where he served with distinction as President from 2002 to 2005. Gordon also teaches graphic communications part-time at Cal Poly.

— ROBERTO ARMSTRONG

## Gordon is a sure source of information and wisdom about graphics and printing in general.

But Gordon does a great deal more than see to it that our materials are run off on time and in good form. He is a sure source of information and wisdom about graphics and printing in general and a very patient, enthusiastic, and understanding guide to using them effectively. And, to put the icing on the cake, he is an all-around great guy!

Born in Riverside, Gordon came to Santa Maria in 1976. He graduated from Lakeview Junior High, from Righetti

ited resources that have been available. He loves working with and training the many students who come through Campus Graphics and he gets great pleasure from his contacts with faculty and classified staff.

Gordon is married to Candace (née Adams), a part-time dance instructor at AHC for the last thirty years and a valued member-founder of the PFA. It was Candace who, through her activism in the PFA, inspired her husband to take an



Gordon Rivera, Coordinator, Campus Graphics.

# Hittelman: close tax loopholes, not schools

CFT president Marty Hittelman spoke at an Education Coalition press conference at the state Capitol on Friday, August 15. His message: "California is the richest state in the richest country in the world and can afford to support our schools, parks, roads, health care, fire protection, and other vital government services at a reasonable level." Other speakers includ-

ed Pat Dingsdale of the PTA, Allan Clark of the California School Employees Association, and Scott Plotkin of the California School Boards Association. Hittelman spoke against any further cuts in the state budget, and called instead for closing tax loopholes, implementing a tax on oil when it is taken out of the ground, and increased rates for people with the

highest incomes, as delineated in the Legislative conference committee budget proposal. Hittelman also called for a study in California similar to the study by the Governmental Accountability Office in D.C. that found that two-thirds of U.S. corporations paid no federal income taxes from 1998 to 2005.

From "CFT out front." 18 Aug 2008 <[www.cft.org](http://www.cft.org)>

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