



UNION NEWS

LOS RIOS FACULTY DEMAND

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SEPTEMBER 2018 www.lrcft.org

WE'RE STICKING WITH THE UNION!

Welcome to this recurring column, where we will highlight Union membership in departments/areas around the District. In this issue we'll look at District counselors, including DSPS and EOP&S counselors.

At American River College, 91% (60 of 66) of the counselors are Union members.

At Cosumnes River College, all thirty-five counselors are Union members.

At Folsom Lake College, 92% (23 of 25) of counselors are Union members.

At Sacramento City College, 92.7% (64 of 69) of counselors are Union members.

That's a total of 93.3% of counselors who are members of the Union.

"The Union has always been open to hearing the needs and concerns of counseling faculty. Although there is room for improvement in the contract that creates real parity, I continue to stand strong with the Union because we need them, and they need us."—Teresa Aldredge, Counselor, Cosumnes River College

Los Rios counselors have a long history of activism. They have formed their own professional organization, the Los Rios Counselors Association, and they meet annually to discuss issues confronting their profession. They play an active role on the Union's Executive Board and its Political Action Fund Committee. They

have carried their enthusiasm for the Union to the conventions of the California Federation of Teachers and the American Federation of Teachers.

They have been open and honest about any differences they may have with Union policies or practices. Despite any differences they may have had with the Union, they have recognized that this organization is theirs and that it is here working for them.

Counselors have made this Union stronger! ■

MARK JANUS OWES HIS JOB TO THE UNION

By Robert Perrone

By now, most of you know who Mark Janus is; he's the man who put his name on the lawsuit that became Janus v AF-SCME, which resulted in the Supreme Court decision that ruled public employee union's may not collect agency/fair share fees from bargaining unit members who do not want to join the union.

What most of us didn't know, but many of us suspected, was the extent to which Mark Janus owed his job to AFSCME.

BACKGROUND

Mark Janus was (he has since retired)

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a child support specialist for the state of Illinois, where he did accounting on child support cases. It's a job that helps children and single parents get the resources they need to support themselves. Mark Janus was the public face, but the case was backed by a network of billionaires and corporate front groups like the National Right-to-Work Foundation.

MARK JANUS BENEFITED FROM UNION REPRESENTATION

Here are a few of the ways that Janus benefited from union representation:

1. Without the union, Mr. Janus's job would probably have been outsourced.

Janus's union was in negotiations with the state of Illinois in 2016. A drastic provision in the state's "last, best, and final offer" would have given Illinois Governor Bruce Rauner the right to outsource and privatize state employees' jobs without accountability. The union was all that was preventing critical public services from being privatized.

Janus's agency would have been at particular risk, because Illinois already had a longstanding contract with a scandal-rid-

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PRESIDENT'S REPORT

By Dean Murakami

This has been a particularly intense year for LRCFT. There have been numerous discussions, workshops, and meetings with CFT, California Labor Federation, AFL-CIO, and FACCC on the eventual consequences of the Janus v. AFSCME Supreme Court decision. We coordinated with CFT to develop our "Building Power Program" for several years, formed a task force to prioritize the difficult budget cuts, and had a strategic planning retreat. While the Janus decision will affect LRCFT's budget, it will not in any way have an impact on our ability to fairly negotiate the contract, enforce the contract, represent you in a grievance, or negotiate the annual changes in the budget (e.g. salary schedule), benefits (e.g. medical coverage), and working conditions.

LRCFT will continue its leadership position in the statewide faculty organizations such as CFT and FACCC. I have represented CFT and FACCC in legislation and budget advocacy in the State legislature and at Consultation Council in the State Chancellor's Office for close to 10 years. During the recession when community college budgets were being cut, at CFT I proposed a march of educators from Bakersfield through the central valley (360 miles) in 2010 that culminated in a rally of over 10,000 in Sacramento. Later that year, CFT qualified Prop 25 that required the legislature to pass a budget on time, otherwise they would not get paid. State Treasurer John Chiang called it the most important budget initiative in California history. I then chaired the CFT task force that proposed the "Millionaire's Tax Initiative" which was eventually negotiated into Prop 30 with Governor Brown. This was the largest tax initiative ever passed in history and changed the landscape of continual budget cuts into revenue increases. Los Rios receives approximately \$35 million each year (15% of the general fund) from Prop 30 funds that goes directly into our budget formula. These revenues for education were extended by the passage of Prop 55 in 2016.

This year has been especially busy with AB 705, the new budget formula, the online college, and so many other issues. I want to express my appreciation to all of the faculty and administrators who have been working on implementing AB 705 in the District. It is a huge challenge for many departments and it is critical that there is minimal impact on faculty during the transition. LRCFT will work with the District to assure that faculty rights are protected.

I want to thank all of the faculty who helped testify against the new budget formula and online community college. These proposals were introduced into



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the budget without any prior discussion or input from faculty. In addition, as the proposals were further developed, the input from faculty was ignored by the State Chancellor's Office. Both of these proposals can have negative consequences for Los Rios, and we were able to effectively get the opposition votes in the Assembly and Senate, but in the end, the Governor was able to get his way. As part of a compromise due to the intense lobbying from FACCC, CFT, CTA, LRCFT, and you, we were able to get \$50 million for more full-time faculty hires and \$50 million for Part-time faculty office hours.

All of this has resulted in faculty coming out to the May 9th Los Rios Board of Trustees to express their dissatisfaction of the direction community colleges are headed. Then people came out to the June 13th Los Rios Board of Trustees meeting to express support for LRCFT's Vote of No Confidence in State Chancellor Eloy Oakley. Every speaker did so with great conviction, passion, well-reasoned and principled positions. Thank you so much for coming out to these meetings with such professional conduct.

I also want to thank those Los Rios faculty who came out to testify in favor of AB 568 (Gonzales-Fletcher) which would have provided six weeks of

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President [from previous page]

paid pregnancy leave. Your efforts resulted in the bill passing the Assembly (63-13-3) and Senate (31-8-2). Unfortunately, it was vetoed by the Governor, stating that this would be better addressed through local collective bargaining. This is very reminiscent of AB 2017 (McCarty) that would have provided funding for mental health services for college students. The support of Los Rios faculty, students, and administrators was amazing. I want to thank all of you. Make no doubt that the origin of this bill started in Los Rios, went to FACCC, and was supported by so many of you. Both the Assembly and Senate passed the bill, but it was vetoed by the Governor. However, we were able to get \$4.5 million for student mental health last year, and it was increased to \$10 million this year. Everyone should be proud of their efforts on this. I believe that AB 2017 spearheaded a very different perspective about community college students that has resulted in new bills looking at student hunger, student homelessness, and student poverty. I truly believe these are critical barriers to student success, much more so than that of Guided Pathways, AB 705, New Funding Formula, and online college.

LRCFT was one of the first community college locals to come out in support of our DACA students, in fact, all immigrant students, with our resolution and support for the UndocuAlly training. LRCFT recently sponsored the 17 minutes of Silence in Los Rios in honor of the 17 high school students and teachers killed in Florida, provided money for water purification filters to those in Puerto Rico, and contributed to help those that have tragically lost their homes in the recent wildfires in Northern California. We also support the Celebration of Excellence for Students of African Descent, Native American, API Rising Scholars, and Honrando graduation ceremonies, and the LRCFT book scholarship. We support the Cesar Chavez March, Martin Luther King March, March for Science, and Women Take Back the Night.

In the end, I am very proud of what LRCFT has done and what we stand for. ■

IMPROVING THE LIVES OF ALL CALIFORNIANS

By Angelo Williams

THE POWER OF THE "UNION EFFECT" IN CALIFORNIA

Beyond the benefits to workers through collective bargaining, California's labor unions have initiated or supported legislation that positively effects the vast majority of Californians. In the third of a three-part series of policy briefs published by UC Berkeley's Center for Labor Research and Education, authors MacGillvary and Jacobs (2018) document the power of the "Union Effect" to promote the common good through several key areas of public policy. Since 2011, political action and advocacy on the part of California labor unions has produced protections related to the minimum wage, worker benefits, workplace safety, wage theft, employment-based sexual harassment, whistleblower protections, education, immigration, consumer protections, infrastructure and housing, climate policy and criminal justice. The authors argue that communities with high union density have greater levels of intergenerational economic mobility, lower levels of income inequality, and higher wages for both union and non-union workers. Summarizing research findings, the authors emphasize that "where unions are strong...more robust social policies, redistributive economic policies and ultimately lower levels of inequality [exists]." This effect, they write, can be found in key advocacy and political victories in California.

With the advocacy and political action of labor unions, California was the first state in the country to raise the minimum wage to \$15 per hour, extend paid sick leave, retirement and workplace protections to more Californians, and protect workers from wage theft and sexual harassment. Unions supported and helped pass legislation to ensure additional education funding, to protect undocumented workers and students, and to protect consumers from rising healthcare costs. Unions supported and helped pass California's landmark legislation on climate change. They also supported legislation to support the State's critical infrastructure and housing needs, and to help reform a criminal justice system that disproportionately affects California citizens of color.

In the aftermath of the Janus decision, the efficacy of unionization has been called into question. MacGillvary and Jacobs present compelling research evidence that California's labor unions' "largest effect on inequality comes, not from negotiations between employers and workers, but instead through the labor movement's influence on public policy." ■



den, for-profit corporation called Maximus to perform some of the agency's functions. They modify child support orders and interact with employers about income withholding—pretty simple tasks, yet state employees regularly have to correct their work. If they were to take over more complex tasks, one can imagine how badly that would go! Their concern is for profit, not kids.

If the governor had been able to get away with it, it is very likely he would have expanded the Maximus contract to privatize jobs like Janus's. He already had done something similar to nurses in the prison system. But the union has to be consulted before the state can outsource anything. And when they do outsource, the union monitors the contract and discusses how long it will continue. Instead of letting management expand its deal with Maximus, the union has been pressing to cut that contract.

2. Mark Janus received \$17,000 in union-negotiated raises.

Over his years working for the state, Mr. Janus had earned general wage increases and steps that would not have been guaranteed if not for the union.

3. The public—including the parents and children Mr. Janus served—has access to resources like childcare that the union has fought to defend.

The union allowed to speak up together on matters far beyond money. When Governor Rauner tried to cut childcare benefits for low-income single parents, the union teamed up with outraged community members and made him back off. And when the budget impasse was forcing domestic violence shelters to close their doors, the union kept pushing for years until a veto-proof budget was passed.

4. The union blocked the employer from doubling the cost of Mr. Janus's health benefits.

In negotiations the state had pushed to double health insurance costs and drastically reduce coverage. The employer declared impasse and walked away from the bargaining table. AFSCME took the matter to the Labor Relations Board and the courts—securing a temporary restraining order that prevented the governor from imposing his extreme demands.

5. The union makes sure Mr. Janus's office is warm in the winter and cool in the summer.

As a union we deal with health safety issues large and small. In the department that rescues children from household abuse and neglect, we're continually pushing for sufficient staffing. The stakes are high: one



member was killed on the job after she went out on an urgent call alone.

Other matters are less dramatic. In state office buildings we solve problems like flooding, mold, leaky windows, and toxic pigeon feces. One building had someone creeping up on employees in the parking lot, so we worked with management to get better lighting and security patrols.

In the building where Mr. Janus and I work, the heating and cooling system is extremely old. Twice a year they bring in a computer from 1982 to switch from heat to air conditioning for the summer, and vice versa for the winter. So when the weather fluctuates, we work to get portable heating or cooling units deployed where they're needed.

Many of these are ongoing issues, where our union acts as a watchdog. We have a health and safety chair on the union executive board. Any time a problem comes up, he starts by approaching management to resolve it. If that doesn't work, he can file an OSHA complaint plus a high-level grievance.

6. Thanks to the union, Mr. Janus retired with a pension.

The union has fought to save the defined-pension that Mr. Janus will receive in retirement. A coalition of unions including AFSCME took the issue to court—and won. The Illinois Supreme Court ruled that employees' pension benefits cannot be cut.

7. Mr. Janus got sick and still had a job when he came back.

People who work in jobs without union representation are essentially an at-will employees. Absences can cost an employee their job—even if they call in sick and provide a doctor's note.

8. The union ensured that Mr. Janus would be fairly hired, regardless of his politics.

In public service the ultimate bosses are elected officials. There was a time in Illinois when to be hired or promoted, you were expected to make a contribution to the political party in power. But a 1990 Supreme Court case called *Rutan v. Republican Party of Illinois* put an end to that. Today the union enforces a triple-blind system for fair treatment in hiring and promotions, making sure seniority is followed. It's one more way that even Mr. Janus benefited from having a union on the job.

EPILOGUE

In July, union members at Mark Janus's worksite threw him a retirement party. Over 75 people attended, but not Mark Janus because it was open to union members only. Don't feel sad for him, though. He threw his own party. Four people showed up.

(Information for this article was provided by Labor Notes)

WHAT ABOUT THE LRCFT?

Now that we know how the union helped Mark Janus, let's count the ways that the LRCFT helped and continues to help you.

1. Without the Union, more instructional services would have been contracted out.

Article 24 of the contract requires LRCFT oversight of the process for establishing instructional services with outside entities. No such contract may exceed nine months in duration. Any course offered in an outside contract may not displace a currently employed faculty member. The Academic Senate has oversight of any course offered through such contracts.

2. The LRCFT has negotiated a funding formula for salary increases.

From 1995 to 2006-07, the average improvement to both the A and B schedules was 3.34%. From 2007-08 to 2016-17, the improvement has been 10.25%. Those figures do not include retro checks that contained one-time only payments.

3. Students—the people faculty serve—have access to improved educational opportunities because of the work the Union does.

The LRCFT and its state affiliate, the California Federation of Teachers, worked tirelessly to get Proposition 30 passed and extended. Prop 30 from 2012 allowed Los Rios to serve thousands of addi-

tional students and hire more faculty and classified staff to serve the additional students. The LRCFT opposed the ill-conceived online community college and new funding formula.

4. The Union has consistently advocated for improvements in classroom safety.

Through the collective bargaining process, the Union has been able to negotiate added improvements in classroom safety. There is an appeal process if an administrator decides to return a difficult student to your classroom before you feel it is appropriate.

5. The Union has fought to protect faculty pensions.

Public employee pensions have come under mounting criticism from forces who seek to privatize and otherwise reduce public employee pensions. The Union has joined forces with its state affiliate and other public employee unions to push back against efforts to reduce our pensions via the state initiative process.

6. The Union consistently supported post-retirement benefits for Los Rios faculty.

The Union and District are working together toward the goal of approving a post-retirement benefit for surviving spouses of full-time faculty. We are also discussing retirement benefits for part-time faculty with the very real possibility of accomplishing something on that issue this year.

7. The Union has consistently pushed to increase compensation for part-time faculty office hours.

The Union has negotiated the doubling of part-time faculty office hours and an increase in that office hour compensation.

8. The Union's efforts have resulted in stipend increases for all stipend categories.

The Union was able to negotiate increases in head and assistant coaches (those assistant coaches who are faculty) stipends. We have also negotiated increases in performance arts stipends. Department chairs have also benefited by stipend increases through the work of the Union.

These are just some of the areas in which the Union has worked to improve the work lives of faculty.

This article was edited from an article that originally appeared in the Labor Notes May 2018 edition ■

UNION RECOMMITMENT SUCCESS STORIES FROM ACROSS LOS RIOS



By Bill Miller
 Anette Barfield, Sandra Guzman, and I brought 200 Recommitment forms to convocation at SCC. By the end of convocation, all of our forms had been filled out! On top of that, about 20 or so people brought their already filled out forms, so we got more than 200 people to recommit to their Union.

The enthusiasm was palpable.

Some of the faculty didn't know about the Janus ruling, but the vast majority of them had heard about it and didn't like it. "How can people not pay for their own representation?" was something that at least 20 people told me over the course of the morning.

I talked to as many people as I could about how the true power of our Union is in our ability to put "boots on the ground" at events such as the May and June Los Rios Board of Trustees meetings. We will need to rally together for future events – you can rest assured. Your Union will be there to rally faculty and keep our voice strong!

At Cosumnes River College



By Jason Newman
 the performance review process, sexual harassment prevention, and the myriad changes to our working conditions presented by Pathways, course scheduling software, performance-based funding, and the online community college. CRC union leadership attended the adjunct convocation and passed out gift bags and membership information while talking to part timers. The opportunity served as an important moment to learn more about the concerns and questions adjunct members and non-members have about changes happening to their working conditions. On Convocation day, Union representatives continued to reach out to members and non-members individually to listen and learn about improving Union outreach, efficiency and attention to member needs.

At American River College: A Thank You Note to the ARC Faculty

By Oranit Limmaneeprasert
 LRCFT team (the college representatives on the LRCFT Executive Board and the area stewards) made

a meaningful connection with our faculty colleagues at the ARC Convocation and that many faculty members stopped by to let us know they stand with our Union. In fact, several of them said they checked in at the Union table not for the raffle prizes; instead, they wanted to make sure that they are Union members, and they refused to accept a raffle ticket. A few faculty members filled out an LRCFT membership form as soon as they discovered that they had not been part of the LRCFT. By the end of the convocation, about sixty LRCFT members recommitted to our Union and a few faculty members became new members. Prior to and after the Convocation, I also received completed LRCFT membership forms by email, in my mailbox at the Humanities Division Office, and in-person.

Our Union event at the Convocation could not have been successful without some LRCFT team members who arrived at the Student Center before 7 o'clock that morning to set up the table, greet the faculty, and staff the table throughout the event. Undoubtedly, I am deeply moved by everyone's support and feel that I am the most fortunate Union president in Sacramento.

Thank you, ARC faculty colleagues! Thank you, ARC LRCFT team! ■



LRCFT ORGANIZED FACULTY FOR JUNE BOARD OF TRUSTEES

"...get back to the business of collegiality, collaboration, and communication..."

The LRCFT also delivered a petition with over 170 signatures in favor of the Vote of No Confidence and a petition with six signatures supporting Chancellor Oakley.

At the May BOT meeting, the LRCFT organized 25 faculty to attend with 10 speakers criticizing Los Rios Chancellor King's letter saying that all of Los Rios was supportive of the proposed fully-online California Community College. King wrote the letter while being aware that the SCC Academic Senate had already passed a resolution against the on-line college. ■

The LRCFT organized 50 faculty to attend the June 13th Los Rios Board of Trustees (BOT) meeting. Eleven faculty spoke about their support for our "Vote of No Confidence" in California Community College Chancellor Eloy Oakley and/or about their objection to Pam Haynes's letter in Capitol Weekly referring to community faculty as being in an "ivory tower." Most of the 50 faculty stood in support of all 11 speakers' comments.

Here are a few excerpts from the comments:

- "I urge that we avoid grabbing the low hanging fruit, divisive language, and snark - and get back to the business of collegiality, collaboration, and communication that we do so well and that has made our district the finest in the state."
- "The main reason I feel this action is necessary stems from the lack of concerted dialogue and shared governance between the Chancellor and represented constituency groups."
- "The reason I support the Vote of No Confidence is that I do not feel that the Chancellor has made a genuine effort to include faculty in the decision-making process. I don't expect anyone to accept my views simply because I'm a faculty member, but I do expect to be heard because faculty members do bring valuable experiences to the table."
- "I can definitely tell you that teaching mathematics ... is not an ivory tower as President Haynes has stated. Each and every day I put my heart and soul into providing educational opportunity for the most disadvantaged members of the student community that this country knows."
- "Trustee Haynes: I put my students first. I have put my students first every day of every class I have had the privilege of teaching. I put my students first because I am a professional, with a Ph.D. in a difficult and technical subject, and I am keenly aware of the skill set my students must master in order to be successful upon transfer to a 4-year institution."



25 Los Rios faculty attend the Board of Trustees meeting to comment on the recent communication and shared governance challenges regarding the fully-online California Community College proposal.

YOU ARE ART: LRCFT Costume Party and Reception

@ THE UNION HALL GALLERY OCTOBER 13

6-9 PM FOR 2ND SATURDAY ART WALK

When you receive your postcard in the campus mail:

1. Take a selfie or create your own work of art using the frame to bracket your image.
2. Like our LRCFT Facebook page. Post your masterpiece. (Safe for work only please)

www.lrcft.org



YOU
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(Your photo here)

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