



### **PAC Suffers Election Disappointment**

At almost the last moment, an endorsed candidate for the SOCCCD Board of Trustees was discovered to be ineligible to run for the seat for which she had been nominated.

Last year, the Faculty Association Representative Council voted to endorse ex-Tustin mayor and current city council member Tracy Worley Hagen in her bid to be elected to the SOCCCD Board of Trustees. Worley Hagen would have run as a candidate for Area 2 which is made up of parts of Tustin and northern Irvine. Area 2 is currently represented by Trustee Don Wagner.

Worley Hagen was described by Faculty Association representatives as a “dream candidate.” “She had everything that we could have asked for in a candidate: she is intelligent, is politically savvy with good connections in the Tustin area, knowledgeable about the citizens of Tustin and their needs, involved in public education, and very interested in our district,” Association President Ken Woodward said.

However, just weeks before the deadline, when Worley Hagen went to the Orange County voter registrar’s office to begin

the registration process for inclusion on the ballot, it was discovered that she lived just three blocks outside of the area. “We were devastated, just stunned,” stated Woodward. “She had been the mayor of Tustin. It never occurred to anyone that she wouldn’t be eligible to represent that area.”

The Faculty Association PAC had already invested much time and effort into Worley Hagen’s campaign preparations. “We were really, very excited,” past president and PAC member Lewis Long stated. “We had been meeting with political consultants, our fund-raising efforts were going well, we had enlisted CTA support, and the faculty were getting involved. The news about her ineligibility just stunned us.”

Facing a registration deadline, the PAC immediately contacted potential candidates. “We practically went door-to-door in Tustin,” Long stated. Several candidates were interviewed, but the PAC decided that, given the short time before the election, the Association didn’t have the resources to promote a relative unknown for the seat.

“It was important to the Association to run a faculty sympathetic candidate for the board,” said Association President Elect and current CCA Vice President Lee Haggerty. “But, under the circumstances, we decided it would be better to save our resources for the next round of elections.”

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### **Faculty Association Wins Pay Change for Members**

The Faculty Association discovered last year that several mid-year-hired faculty members were receiving step increases in violation of the contract, and was able to correct the problem.

According to the *Academic Employees Master Agreement*, all faculty members are to receive one step increase at the beginning of the academic year, in August.

However, several faculty, who had been hired in mid-year, had been receiving their step increases at the beginning of the spring semester. “I was really surprised when I discovered that the District was not advancing faculty on the pay scale according to the contract,” stated Saddleback College Grievance Chair Paula Jacobs. “It represented a fairly large chunk of lost income for those faculty affected.”

There were thirteen faculty members who had been receiving their step increases in the spring, in violation of the contract, according to Jacobs.

Jacobs, with the assistance of Faculty Association President Ken Woodward, brought the problem to the attention of SOCCCD Vice Chancellor of Human Resources Bob King. According to Jacobs, they were able to persuade King that those faculty should be receiving their step increases in the fall, regardless of when they were hired. “Vice Chancellor King was actually quite receptive to our argument, once we pointed out the problem and showed him the contract,” stated Woodward.

The Faculty Association also won retroactive pay for those faculty who had been receiving step increases late, which appeared in their first paycheck of the 2006-2007 year.

#### **2006-2008 Faculty Association Officers**

Ken Woodward—President  
Lee Haggerty—President Elect  
Bill Hewitt—Treasurer  
Carolyn Gillay—Secretary  
Lewis Long—Past President  
Paula Jacobs—Saddleback Grievance Chair  
Kathy Schmeidler—IVC Grievance Chair

## It's Negotiation Time Again!

The current *Academic Employees Master Agreement* expires at the end of June, 2007, just eight months away.

According to the Past President and Chief Negotiator Lewis Long, although it was approved in April of 2005, the three-year contract actually took effect retroactively in July of 2004. "It seems like we just finished it yesterday, but because it was retroactive, the contract was already one-third done when we approved it," explained Long.

The pending expiration of the contract means that the beginning of negotiations for its replacement are close at hand.

"We've begun discussing what we hope to gain with the new contract," Long stated. "In fact, we started that discussion before we had finished the last contract. But now we're beginning to think of how we are going to accomplish those gains."

According to Long, the Association Executive Committee has begun to establish a timetable for opening negotiations. "We plan to sunshine our proposal in March in order to begin negotiations in May, and we're now working on the faculty survey to discover what our membership wants us to go for," said Long. (*Sunshining* refers to the legally required process of putting before the public the initial proposals of the Association and the District.) "We know that there's some interest in a retirement incentive plan, and I'm pretty sure no one would object to a pay increase, but there are many other issues that affect various members of the faculty, and we need to know what they are." Long stated that the Association expects to have the faculty survey out in January.

The Faculty Association has begun to identify faculty members who will serve on the

negotiation team. "It's important to have a team with different kinds of expertise to represent the different kinds of faculty duties, but it's also very important to have a team that can work together," stated President Elect and past Chief Negotiator Lee Haggerty. According to Haggerty, the team should be in place by the end of November.

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### Part-time Health Plan a Benefit for Most

In the current *Academic Employees Master Agreement*, qualifying part-time faculty members may receive \$150 per month, up to a maximum of \$1,500 per year to help pay the cost of their health insurance. This program replaced the previous part-time faculty health insurance plan available for purchase through the District, a program which ended when the provider dropped the plan.

According to Faculty Association representatives, this program seems to be helpful for most part-time faculty, even though a few part-time faculty have suffered under the plan. "The new program seems on the whole to be a success," said Faculty Association Treasurer Bill Hewitt. According to Hewitt, under the old plan, 49 part-time faculty took advantage of the District's part-time health plan, while 138 part-timers are receiving benefits now. "This program obviously fits the needs of more of our part-time faculty, as demonstrated by the almost 300% increase in participation," Hewitt commented.

According to faculty representatives, the new plan was developed under the direction of past Chief Negotiator Lee Haggerty and part-time negotiating team member Suzanne Crawford as a way to preserve health benefits for part-time faculty. These benefits were threatened when the District's insurance carrier, Blue Shield HMO, terminated the insurance plan

for part-time faculty. "Apparently, they dropped the plan because too few part-time faculty were participating," Hewitt explained. "The negotiating team had to find an alternative to preserve the health benefits for part-time faculty when the District was unable to find a provider."

According to District representatives, the cost to the District for each part-time instructor participating in the Blue Shield plan, in which the District and the employee split the cost, had been \$148.50 per month. In the absence of a provider, the negotiating team was able to persuade the District to pass this amount along to the faculty members directly to help pay for their own health insurance.

However, according to Hewitt, some part-time faculty members did not benefit from the new plan. "There were a few faculty members with pre-existing medical conditions who could not find affordable insurance outside of the District-provided plan," he said. "These people are in a difficult situation, and we all sympathize with their predicament. But they would have lost their coverage regardless of the new program, since it was the carrier's decision, not the District's, to terminate the program."

According to Hewitt, the Faculty Association has been researching alternative insurance options for those few faculty who have difficulty finding affordable insurance. Also, the Association is looking into new ways to benefit all part-time faculty in the next round of contract negotiations.

According to the faculty contract, to qualify for the part-time health insurance benefit, a part-time faculty member must be assigned at least twelve OSH during the twelve month period (including summer) prior to the current semester in which application for benefits is made, must have been employed by the District

for five consecutive semesters (not counting summer) before the current semester, and must be assigned at least three OSH for the current semester. The faculty member must also submit evidence of enrollment in a health plan, and the benefit cannot exceed the actual cost of the insurance.

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## FA President Takes Temporary Leave

Faculty Association President Ken Woodward has taken a temporary leave of absence from his presidential duties to deal with a personal matter, according to Association sources.

According to President Elect, and now Acting President Lee Haggerty, the operation of the Association is still running smoothly. "We're a pretty good team. We've been together for several years, and everyone is willing to put in the effort necessary to keep the Association running smoothly, and to watch out for the faculty," Haggerty stated.

Faculty Association by-laws direct that, in the absence of the President, the President Elect steps into the position, and this is exactly what has happened, according to Haggerty.

Other Association officers have stepped forward to assume some additional duties, according to Past President and Chief Negotiator Lewis Long. "Even before his leave, I had already agreed to represent Ken as his official designee on some committees, and so nothing has really changed for me," Long stated. "Lee has been doing a lot of extra work, and Bill [Faculty Association Treasurer Bill Hewitt] is helping out a lot, as he always has. Carolyn [Secretary Carolyn Gillay] is helping out as well, and has attended several important meetings for the Association. The grievance chairs always have things well in hand, but Lee or Bill has been

there to help when they need backup."

"We expect Ken back as soon as he is available, we hope in the spring," Haggerty said. "In the meantime, we send him our best wishes, and look forward to having him back."

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## CTA Takes Stance on Propositions

The California Teachers Association has recommended positions to its members on the ballot propositions to be decided in next week's election.

In particular, CTA has expressed opposition to Proposition 89 and support for proposition 1D.

According to CTA representatives, Proposition 89 is designed to severely limit election contributions by small businesses, non-profit organizations and labor unions, while allowing wealthy individuals unlimited spending.

"Prop 89 does nothing to limit how much wealthy individuals can spend on campaigns. Voucher proponents ... could run campaigns with unlimited funds, while CTA would be restricted to spending only \$10,000," according to a CTA source.

Local faculty representatives echoed CTA concerns. "This sounds like an attempt to politically eviscerate CTA and the various unions representing public employees, after they soundly thumped the anti-education initiatives last year," stated a faculty representative. The faculty member expressed concern that many of the benefits enjoyed by teachers, like tenure and defined benefit retirement plans, would again be targeted soon after the passage of 89, and this time CTA would be powerless to intervene.

On the other hand, CTA has joined a broad range of other education and public interest groups in endorsing Proposition 1D, the statewide public education facilities bond.

According to CTA representatives, 1D will provide a significant source of funding to California community colleges.

CTA also has endorsed propositions 1A, 1B, 1C, and 1E, but officially opposes propositions 85 and 90.

In the race for government offices, CTA has endorsed Phil Angelides's bid for California Governor, John Garamendi for Lieutenant Governor, Jerry Brown for Attorney General, John Chiang for Controller, Bruce McPherson for Secretary of State, Bill Lockyer for Treasurer, and Jack O'Connell for Superintendent of Public Instruction.

### CTA Ballot Recommendations

- Prop 1A—Yes
- Prop 1B—Yes
- Prop 1C—Yes
- Prop 1D—Yes
- Prop 1E—Yes
- Prop 85—No
- Prop 89—No
- Prop 90—No

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## Parity Pay to be Distributed in November

The District will be distributing parity payments to part-time faculty and to those full-time faculty who have taught overload during the 2005-2006 academic year in early November, according to District sources.

Parity payment is intended to help correct the disparity between full and part-time pay rates. Funds are distributed by the state to each college based upon the number of students served by the college, and the distribution of these funds to faculty is negotiated between the District and the Faculty Association.

The payment should appear in a separate check issued during the second week of the month.