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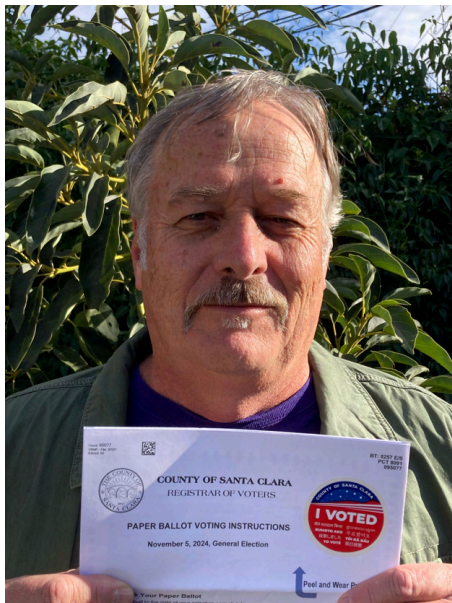


FA NEWS



FOOTHILL-DE ANZA FACULTY ASSOCIATION
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President's Report: Unions, Ballots, and Bad Bunny: A Totally Unbiased Voting Guide

Tim Shively FA President

IF you're like me, you always wait until election day to cast your vote, despite all the other demands on your busy life. I think it may have been reinforced by taking our kids with us to the polls (sometimes out of necessity due to demands on our busy lives) to reinforce the importance of exercising this right (and to get the kids their obligatory "I voted" stickers). I know many others of you prefer to vote early and have already voted, and for that I am thankful. Nonetheless, I hope you'll continue to read on about what are arguably the most important local, state, and national races for Foothill-De Anza employees collectively, because there are still plenty of volunteering and spreading-the-word opportunities. I suppose I should call this an op-ed, because it's definitely opinionated. And I'd like to address the inevitable charge of partisanship right from the start—not to deny it (full disclosure: I'm a registered Democrat), but to argue that some political races are beyond partisan. And given my position as President of the union, I think it would be irresponsible of me not to put some of them out there for your

consideration.

Let's start with the "downst" ballot race yet also the most directly impactful for FHDA folk: for our Board of Trustees. While we have three of five seats up for election this year, only one is truly competitive: Area 5, comprising Palo Alto and a small sliver of northern Los Altos Hills. FA endorsed Forest Peterson some time ago, and our Political Action Committee student interns are busy assisting his campaign. While both candidates are Democrats and involved with local political activities, we went with Forest because (as I am fond of saying) he is union to his bones. He got his working start laying concrete for the I-80 up near Reno, eventually earned a PhD in Engineering from Stanford, and currently works there in the Workforce Virtual Design and Construction (VDC) Education program. And Forest has actual community college experience—at Evergreen, San Jose City, and Gavilan colleges in a mix of instructional and consultant staff roles—including at Foothill itself back in pre-pandemic times. He really knows his way around apprenticeships, Workforce Funding, and CTE Programs but is also versed in how other Instructional and non-Instructional programs work, including the funding mechanisms we rely on. Having done some door knocking for Forest, I can say that based on neighbors' responses, there is no bitter enmity between the candidates—perhaps beyond my inadvertently leaving a flyer at his competitor's door. But what sets Forest apart is his labor experience. He's endorsed by not only the Santa

Clara County Democratic Party (the sole endorsee for this race) but the South Bay Labor Council and a slew of affiliate local unions. He's the kind of candidate who could change the thinking of our Board regarding employee interests. And this is particularly crucial right now, as one of our strong voices for FHDA workers will (hopefully) be migrating to the state legislature.

The race for State Assembly District 26 is also between two Democrats, one of them current FHDA Board member (and former Board President) Patrick Ahrens. Like Forest, Patrick is also endorsed by the California Democratic Party and the South Bay Labor Council, as well as a host of local unions, including the FHDA Faculty Association. A former De Anza College student trustee, Patrick knows this District from the ground up. He's been instrumental in advancing faculty interests in a host of ways (including advocating that recent state COLAs be applied to our salary schedules). He's fighting a tough campaign against his rival, Tara Sreekrishnan, who has recently turned to smear tactics, particularly disconcerting in that it's a fellow Dem she's trying to smear. Case in point: a recent *San Jose Spotlight* op-ed written by retired Foothill Dental Hygiene instructor, and apparent surrogate, Ken Horowitz. At any rate, his language echoes that of Sreekrishnan's website and flyers, claiming that Ahrens "consistently voted to raise tuition and make it harder for students to succeed," and is similarly ill-informed and poorly executed. In 2019 (the earliest date that Horowitz cites), Patrick was actually the only Board member to vote *against* a tuition increase for non-resident students. Beyond the misrepresentation, to position an individual board member as solely accountable for actions taken by the majority is irresponsible and lazy. And generally speaking, such tuition increases for out-of-state students are indexed against those of other community colleges across the Bay Area, in order to keep tuition costs for resident students affordable, context apparently lost on Horowitz. But to hear Sreekrishnan tell it, "Ahrens voted to raise tuition five times." She also attributes to him actions which, as chief staffer to current District 26 Assemblymember Evan Low, Patrick would simply not have been in a position to do. He, for example, supposedly "pushed to raise property taxes while borrowing millions of dollars" and allegedly "his" office "helped the state legislature ram through a billion-dollar bailout for PG&E, after they caused the Camp Fire that killed 84 people." This is utter nonsense. Having worked with Patrick Ahrens over the course of his two terms as a Foothill-De Anza Community College District Trustee, I can vouch for the fact that he is a responsible, attentive, and supportive candidate, well versed in the issues—not the gutter-scraping prevaricator his opponent apparently is.

While I'd love to spend time talking about Ahrens' employer Evan Low's congressional campaign against former San Jose Mayor Sam Liccardo, and the anti-labor mayoral "lineage" of this city, extending back to Liccardo's predecessor and fully embraced by its current occupant, I'm going to jump to the top of the ticket and address the national presidential campaign. Now while many voters might assume that unions are inherently Democratically aligned, this is simply not the case. Witness Teamsters President Sean O'Brien, who spoke at the Republican National Convention, along with Nebraska independent, union leader, and U.S. Senate candidate Dan Osborne, who refuses to endorse either major party. Or how about your own FHDA Faculty Association, which has included Republicans among its members as well as in officer positions? The point I'm driving towards here is that sometimes there are elections bigger and more consequential than party affiliation, and this year's Presidential contest is definitely one. I could tote out a wheelbarrow's worth of condemnations from people who have worked with T-Rump (to squirt a dose of his own mispronouncing back at him) and experts from all sides of the aisle who have spoken to his unfitness for office. One recent outburst that caught my attention was his condemning efforts at flood disaster relief in the Southeast, claiming that the Feds were diverting funds to non-residents, had run out of money, were going to seize flood-destroyed land. This from the Chump who threw paper towels at Puerto Rican disaster victims during his administration (thanks, Bad Bunny, for the reminder). But I don't think there is a floor with this guy. Even more recently, he was (favorably) comparing imprisoned January 6 Capitol riot criminals with Japanese citizens interned during World War II?! To put it lightly, his values do not align with those of FHDA. He wants to eliminate the Department of Education, for pete's sake. And unions? While he's made his overtures, as United Autoworkers (UAW) President Sean Fain put it, "Donald Trump is a billionaire who's never worked a real job in his life... He isn't fit to be an autoworker, and he certainly isn't fit to be the President... Donald Trump is a scab."

Be that as it may (and I would vociferously argue that it must), elections are won not just on the weaknesses of one's opponent but on one's own strengths as a candidate. So what's Harris got going for her? For starters, a number of registered Republicans, who even while they may disagree with certain of her policies, recognize that she is a sane, rational individual who cares about the state of her country and the people who live in it. She is unequivocally supportive of a woman's right to choose (rather than the primarily male legislators who would presume to choose for her). She knows that climate change is a real thing (no sharpied hurricane charts in her presentations) and supports continued efforts to move towards clean energy sources. You want to talk about the economy? Harris is centered on families, with a tax credit for new babies, limiting of medical costs, \$25,000 down payment assistance for first-time homebuyers. These are working policies, some already being piloted in places like Flint, MI. Whatever your political stance on them might be, they're certainly more articulate and rational than Trump's fixation on tariffs and desire (to again) try to repeal the Affordable Care Act even though he doesn't have a plan for how he'd accomplish it. We could go on and on, but the point is, Trump doesn't campaign on policies because he doesn't really have any, instead relying on cronies like the authors of Project 2025, whom he has subsequently disavowed once their proposed lunacies became public talking points. It's time to move on and support a candidate who puts the country's best interests ahead of their own (and yes, you can put the border in that category). A candidate we can be proud to have represent us rather than ashamed of. It's past time to put a strong, experienced woman in the White House. And to flush that poison out of our system.

FA Welcomes Our New Members

Lindsay Bell DA
Christopher De Marco CS
Gerilowie Escalona DA
Jama Filsun FH



Annabel Holguin FH
Ryan Huynh FH
Nicole Kipple FH
Phong Lam DA
Raina Levesque FH

Negotiations Update: PAA System Overhaul

Kathy Perino Chief Negotiator

It's a little premature to call this a "negotiations update" because the first negotiations session of the academic year has not happened as of the writing of this article. We are scheduled to meet on October 30 to set the negotiations priorities for the year. As mentioned in the September *FA news* and in a survey sent to all full-time faculty, STRS frequently audits our district PAA system and as a result, we are interested in renegotiating PAA.



All full-time faculty received a brief survey about a potential change in PAA. That survey showed overwhelming support (95%) to simplify the system and move the PAA amounts onto the regular salary schedule. However, faculty did express some concerns about a change.

First, faculty want to ensure that those who have already earned PAAs will not be penalized by any change. A priority of the negotiations team is that the long-term earnings of faculty are not harmed by any negotiated change.

Second, faculty want to make sure that the professional responsibilities of faculty are maintained. That is, some faculty feel that shared governance responsibilities are not fairly distributed among faculty, and they want any new contract language to ensure that all full-time faculty participate in college- and district-wide professional responsibilities.

In preparation for this discussion with the district, the negotiations team is researching the common practices in the state regarding full-time faculty "professional responsibilities," the duties of full-time faculty beyond teaching/counseling/librarianship and office hours. These include all activities that relate to instructional improvement, professional development, governance, SLOs/PLOs/ILOs, curriculum development, new program creation, mandatory training, mentoring new faculty, mentoring students, club advising, student recruitment, grant writing, attending commencement (all campus or program level), etc.

We are reviewing how different college districts handle these professional responsibilities to encourage faculty to participate without imposing the burden of timesheets or too many forms to process. Our goal is to reduce the required paperwork, not increase it. We are still in the early stages of our research but hope to start discussions with the District in the coming weeks.

Since we are uncertain about the timeline for these negotiations, if you are scheduled to apply for a PAA award in Spring 2025, we encourage you to complete all of the requirements and assume you will need to apply this year. As discussions with the district progress, we will continue to update all full-time faculty via email, open forums, and *FA news* articles.

Get Involved in FA!

The Faculty Association (FA) is seeking people for the following positions for De Anza College:

First, the FA is seeking **one Full-Time Faculty Member from De Anza** to serve as a **Conciliator** for the Winter and Spring Quarters. Release time will be provided as part of this role.

Additionally, we are looking for **two Full-Time Faculty Members** to join the **Executive Council** for the remainder of the Fall Quarter. This is a great opportunity to get involved and learn more about the work of the FA. Compensation for this role is **\$100 per meeting attended**.

We also need **two Full-Time Faculty Members** for the **Due Process Panel**, which is involved in the tenure review process and **one Faculty Member** (either Full-Time or Part-Time) to serve as the **FA Liaison** on the **De Anza Curriculum Committee**.

If you are interested in any of these positions, please contact **Erika Cervantes** by **Monday, November 4th**.



Particularly for Part-Timers

Raymond Brennan
Part-time Associate Secretary

Monthly Update

I attended the California Community College Independents' (CCCI) fall conference in San Diego last week as the Part-time Associate Secretary for the Faculty Association. While there isn't much to report this month, two items from the conference may particularly interest part-time faculty.

First, during discussions about evaluations, other units shared their practices. One notable policy that I'll share with Kathy Perino and her Negotiation Team is the right to reject the first evaluator assigned by one's dean. This could help in situations involving personality conflicts or perceived bias.

Second, following my explanation of Assembly Bill 2277's failure, there's a developing effort to introduce due process language into the Ed Code requiring formal explanations for class cancellations. While this is admittedly ambitious, it may be worth pursuing.

Regarding AB 2277's absence from the last Newsletter: The bill had passed eight votes across both chambers (all but one unanimously), leading to expectations of the governor's approval. However, the governor ultimately vetoed it, citing concerns about potential implementation costs in the millions.

Important Zoom Session for Part-Timers: Understanding Rehire Preference and Scheduling

Join FA Part-Time Associate Secretary Raymond Brennan and De Anza's Director for Professional Development, Sal Breiter, to discuss Rehire Preference and Class Scheduling. We'll explain how the FA contract affects your assignments and strategies for securing preferred courses. There will be time for Q&A. Part-time faculty will receive \$25 for attending.

Zoom link: <https://fhda-edu.zoom.us/j/85850029110>

As always, the FA supports you. If you have questions about working conditions, please contact me at brennanraymond@fhda.edu.

Join FA Today!

RSI: Early Questions and Feedback

Kathy Perino

Chief Negotiator

At roughly the halfway point of Fall quarter, Foothill faculty who opted for cohort participation for Part II of the RSI training are, for the most part, into their cohorts and beginning discussions. De Anza Fall cohorts will serve about 400 faculty and will begin in the next week or so, with additional cohorts available in Winter quarter. Remember that you have until the end of Winter quarter to complete Part 2 of the training, either the J1 evaluation or cohort participation.

The purpose of the cohorts is to provide a venue in which faculty can share RSI ideas and practices that create a positive experience for the instructor and a successful learning experience for the student.

We (FA) have already received some questions related to communication with students prior to the start of the quarter, as well as an 'expectation' that communication with students happen on evenings or weekends. Specifically, is this a contractual requirement? The simple answer to that is NO, we are not required to do either of these things. But does that mean we are prohibited from these practices as options that may lead to a more positive experience for both the instructor and the students? Absolutely not.

As faculty, we have flexibility regarding the work we do outside of scheduled class time. We are professionals and are trusted to make decisions that efficiently and effectively run our classes. If I want to send a welcome email in the week before classes start and answer some student questions so that I spend less time doing so in weeks one and two, then I am allowed to do that. If, on the other hand, I do not want to do that, I don't have to. It just means I will probably spend more time onboarding students in weeks one and two. As long as I am available and actively onboarding students into my class, I can decide when to do that.

The same is true for communication with students throughout the quarter. You are not required to communicate with students at night or on weekends. But the option is there if you want it. I taught online for many years when my children were in elementary school. I worked in their classroom on Tuesday mornings, and that meant that after dinner on Tuesdays, I spent a few hours answering student questions and providing feedback on their assignments.

At the same time, we all know that 24/7 access to email and Canvas means that we can easily develop an expectation that we are always available. If we are, then burnout is sure to occur. This is why sharing a clear communication plan with your students is so important. You can set your boundaries to create some work-life balance, and your students will know what to expect. For instance, if setting communication between 7:30 am and 5:30 pm on weekdays along with a gentle reminder that you do not respond on weekends is what works for you, then do that.

Important Deadlines



The List of Important Deadlines

2024

- Nov. 29: Probationary faculty employee request early declaration of a prob-zero year (6A.1.3.1).
- Dec. 6: Part-time faculty file intention to change salary column starting in the Winter Quarter with campus Personnel Office (Appendix B.1, C, E, G).
- Dec. 13: Full-time faculty submit Early Retirement Incentive Notice to District Human Resources Office (20.4).

Following is a list of many, but not all, important contractual deadlines for the 2023-24 academic year. If any of these deadlines apply to you, be sure to mark your calendar and read the the *Agreement* text referenced in parentheses (fafhda.org).

The campus conciliator can assist you if you need help:

- De Anza, **Felisa Vilaubi**
- Foothill, **Eric Reed**

Questions can also be directed to the FA Office Manager **Erika Cervantes** (650.949.7544)

Please note: if you miss a contractual deadline, even by a single day, you may lose significant benefits or have to wait a full year before becoming eligible again. This calendar is on the *FA* website under "FA Current Announcements."

2025

Jan. 3: Part-time faculty submit completion of requirements documentation for column change starting Winter quarter to campus Personnel Office (Appendix B. 1, C, E, G).

Jan. 15: Article 18 faculty meet with the appropriate administrator to determine their reduced contract schedule (18.8.1, Appendix W).

Feb. 5: Professional Development Leave Committee makes recommendations to the Board at its meeting in February (17.13.3).

Feb. 14: Full-time faculty submit requirements to establish additional Faculty Service Areas (FSA)s (15.9).

Feb. 28: Full-time faculty submit written initial request for Article 18 pre-retirement reduction in contract to college president (18.8.2, Appendix W). See 18.9 to request percentage change in subsequent years.

Know Your Contract: Article 16: Leave Credits and Deductions – Why deduct 8 hours?

Kathy Perino

Chief Negotiator

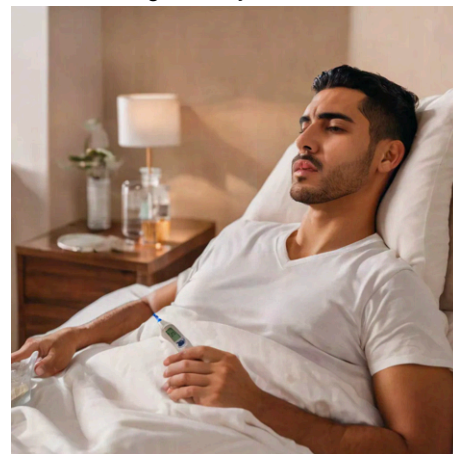
In the most recent FA survey regarding the 2025-28 contract negotiations, some faculty expressed concerns regarding leave deductions. Specifically, when a faculty member takes a day of leave (sick leave or personal leave) and they are scheduled to teach a class for only two hours that day, why does the district deduct eight hours of leave from the leave bank?

This happens because the contract language regarding leave is given in terms of "days" but the leave is stored in the system in terms of hours, using the fact that 1 day of leave is equal to eight hours.

At the start of each academic year, 10-month full-time faculty are credited with 10 days of sick leave in their full-time sick leave bank. This is shown in the system as 80 hours of sick leave. At the start of each quarter, part-time faculty are credited with two days of sick leave, and this is stored in the system as 16 hours of sick leave. If one teaches a class that meets four hours per week, 16 hours of leave does not mean that you have enough leave to cover 4 weeks of the course. Instead, it means you have enough leave to cover two days of assigned course instruction.

We know that very few faculty, full- or part-time, have eight hours of scheduled contact with students on a given day. Nevertheless, if one calls in sick and they miss all of their scheduled duties for the day, then the system deducts one day of leave, which is equivalent to 8 hours. This is true whether you have two hours, six hours, or eight hours of scheduled duties for the day. In all cases, if you miss everything you are scheduled for, you get 8 hours deducted. If, however, you only miss half of your scheduled hours, then you have 4 hours deducted – the equivalent of half of a day's leave.

Online teaching adds a new complication to this, because in almost all cases, if one is teaching an online class, they still complete the duties associated with that instruction while sick, sometimes from bed with a box of tissues nearby. For those reasons, if part of your teaching load is online and part is scheduled on campus, and you only use sick time for the on-campus portion, when you file your leave report for a day, you can state "I completed the scheduled duties for my online class(es) but missed my in-person class" in the comments section of the leave report. The payroll office will take this into account when deducting leave and only deduct a portion of a day's leave.



Faculty at the recent FA listening session pointed out that there are obvious inequities within our current system of leave credit and deduction. First, faculty who teach a greater portion of their load online are less likely to have to use any of that leave than those who teach on campus. Second, especially since the pandemic, even when faculty do take a sick day and miss class, they still take the time to prepare and provide the lecture and support materials on Canvas. So, while the time in class was missed, the time associated with teaching that material is not 100% missed. The question, then, is whether there is a better system available to use.

The FA negotiations team will do some research on methods for crediting and debiting leave banks to assure faculty that the system we have is as fair as possible and is in line with the requirements of the retirement systems, STRS and PERS.

The conversion of days to hours and back again is important because those faculty in the STRS Defined Benefit retirement system (most full-time faculty and some part-time faculty) and those in the PERS retirement system have unused sick leave converted into service credit upon retirement.

The FA team will report on any progress regarding negotiation of leave in future FA News articles.

JOIN OUR FACEBOOK PAGE



Let's Get Forest and Patrick Elected!

There are two down-ballot races in this election that are absolutely crucial because of the impact they could have on District employees.

For this reason we encourage you to get involved in the **Forest Peterson for FHDA Board of Trustees** and **Patrick Ahrens for State Assembly** campaigns.

A Board member who supports employees is essential to improving working conditions for District faculty. Forest Peterson will be a strong labor advocate. Let's get him elected to the Board of Trustees!

Volunteer -- Forest for FHDA Board

Precinct walks to Elect Forest to FHDA College District Board - Action Network

Donate to Forest Peterson for FHDA Board of Trustees



Forest Peterson, right, with student volunteers and Shaur Kadiyala, center, Foothill student and FA-PAC Intern, taking a break after canvassing.

Patrick Ahrens, currently on the Board (and former Board President), has a proven pro-labor track record. Let's get him elected to the State Assembly

Volunteer – Patrick Ahrens for Assembly

Virtual Phone Banking for Patrick

Donate to Patrick Ahrens for Assembly 2024

As always, we appreciate your time, effort, and contributions. Please contact FA President Tim Shively or FA Executive Secretary Bob Stockwell for more information.

Thanks,

Tim and Bob>

FA-PAC

fatim@fafhda.org

fabob@fafhda.org



A recent campaign ad produced by the Patrick Aherns For Assembly Campaign including Tim Shively, FA President, second from the right.



What Do you Think?

We welcome your feedback. Use the "Share Your Voice" link below!

- Feedback on Scheduling Negotiations
- Content Suggestions
- Formatting Suggestion
- Private response to writer or editor (will not be published)
- Letter to editor in response to content. This may be published in a future issue of the *FA News*.
- Request to have your relevant article or information published in the *FA News*. Please include a detailed description of your planned article.
- Any other constructive feedback you would like to provide.



Share Your Voice: Shape Our Future

Fhda Faculty Association

FA Executive Council Members

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Mary Donahue (DA)
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