

FACULTY ASSOCIATION NEWSLETTER



Fall 2012

Get Out the Vote 2012

By Jennifer Galbraith

This November the California voters will have many important issues to vote on other than selecting our next President. Two of these issues are very important to Community College Faculty.

The first of which is Proposition 30, The Schools and Public Safety Protection Act of 2012. This is the Governor's Tax Initiative that generates \$8.5 billion to assist in reducing the state budget deficit. Mt. SAC will experience a cut of over \$8 million if the initiative fails. This initiative includes strictly temporary tax increases. The sales tax will be increased by $\frac{1}{4}$ cent for only 4 years and an income tax increase for those whose joint income exceeds \$500,000 for 7 years. The initiative guarantees new revenue for education as the new revenue will be placed into an education protection account to benefit PreK-12 and Community College Education. The other education initiative on



the ballot, Proposition 38, sponsored by Molly Munger provides **no funding** for Community College.

Also on the ballot is Proposition 32, The Stop Special Interest Money Now Act. This is a very deceptive attack on unions under the guise of a campaign reform initiative. What the initiative does is prevents any company who uses paycheck deduction from contributing to political campaigns. The only groups who use paycheck deductions for political action are unions. Large companies that use profits for campaign contributions would still be allowed to contribute as well as Super PACs. This means that corporations such as pharmaceutical companies and tobacco companies would be able to contribute to campaigns, but unions would not. If this proposition were to pass it is strongly believed that the next election would include attacks on public pension and collective bargaining. Many people believe that there needs to be campaign reform and that may be the case, but if there is campaign reform it should be fair and universal and not just targeted to one group.



From the President

By Jennifer Galbraith

Welcome back to school. I hope that you were able to get in a little rest and relaxation over the summer. This summer I attended the CTA's Presidents' Conference in Monterey California. During this conference new and returning CCA Presidents were able to discuss the elections campaign, the state budget, and cuts being made at various community college districts.

This semester the FA will be focusing on the following: the election for YES on Prop 30 and NO on Prop 32, membership drive, recruiting for the Board of Trustees election for November 2013, and hosting a Faculty Appreciation Day in the Spring.

The FA will once again be sending out a negotiations survey towards the end of the fall in order to identify issues to negotiate in the spring reopeners. Look for surveys to come out in November. These reopener negotiations will depend heavily on what happens in the election and Proposition 30.

During the summer the server that housed



the FA webpage went down. The FA Executive Board is investigating purchasing a server, using a public domain server, or renting space on a server. Therefore, it may be a while before the webpage is up and running again. If there are any questions or concerns please feel free to contact the FA Office at ext. 4531.

Recently the Legislature passed and the Governor signed a public pension reform bill. This reform bill was hastily put together by the Governor outside of negotiations with several public unions that were working with the Governor's office to create a reform bill. Thus, the bill caught several by surprise. The fact that it was so hastily written has also caused some problems. While most of the reforms do not affect current employees, there are questions about how some will be implemented. The issues that are being evaluated by STRS and Legislative committee are the use of sick leave for credit, and the 180 day sit out period. As soon as there is a definitive answer to these questions, I will bring this to Representative Council as an information item.

Important Websites:
FA: Coming Soon!
CCA:
<http://www.cca4me.org>
CTA: <http://www.cta.org>
CalSTRS:
<http://www.calstrs.com>



Important Dates

Representative Council Meetings

11:30 a.m.—1:00 p.m. in Founders Hall:

- October 2, 2012
- November 6, 2012
- December 4, 2012

**Election Day is
Tuesday, November 6
Be Sure to Vote**

Board of Trustees Meetings 6:30 pm in Founders Hall:

- ◆ October 24, 2012
- ◆ November 14, 2012
- ◆ December 12, 2012

CCA Fall Conference
October 12th through 14th, 2012

Know Your Contract?

By Jennifer Galbraith

The Faculty Agreement, better known as our contract, changes annually with reopeners. Not many people read their new Agreement cover to cover. The Faculty Agreement revised July 2012 contains changes for adjunct dental coverage as well as changes in how sick leave is deducted.

For the first time Mt. SAC is providing the adjunct faculty with the ability to purchase into a group dental plan at the employees cost. This is now in Article 8.F.11, which states "Adjunct faculty eligible for insurance as listed in 8.F.2 may choose to participate in an HMO group dental plan through the College at the cost of the faculty member." The District and the Faculty Association worked together and investigated plans willing to offer group rates without requiring all participants. Cigna HMO was the final choice through the broker Keenan and Associates. Open enrollment for this plan ends October 1st. If you would like more information please contact the benefits department, Hawk Yao for (A-K) 5522 or Karen Piling for (L-Z) 5478.

Secondly, last year there were many questions with the changes to how sick leave is charged and how sick leave is accrued. In full negotiations the Agreement changed Article 16.A.3 Calculation of Sick Leave. This provision now reads "For each hour of basic assignment that a unit member misses due to illness, one hour will be deducted from his/her accrued sick leave rounded to the nearest ¼ hour." There were no changes to the way sick leave was accrued, but the District was questioning the conversion rate from days to hours. Previously the District converted one day to eight hours. After the change in the method for charging sick leave the District wanted to change that practice for accrual. After several meetings and a demand to bargain it was determined to keep the accrual rate for full-time faculty of one day (8 hours) for each month that the faculty is under contract. This process resulted in the District not loading sick leave for last year. The Payroll Office is currently updating the sick leave for faculty.

For Members Only

By Luisa Howell

What is available for members when it comes to disability insurance?

Now is the time for **newly hired faculty** to get CTA-endorsed Disability and Life Insurance from Standard Insurance Company (The Standard). The Standard is the only Disability and Life Insurance provider endorsed by CTA. You have a special opportunity to apply for Disability Insurance and/or up to \$200,000 of Life Insurance within 120 days of starting your employment. Some of the features include...

- Coverage for disabilities occurring on or off the job
- Access to the CTA Advisory Panel on Endorsed Services
- Option to add Life Insurance coverage for your spouse/domestic partner and children your Life Insurance.

What about disability insurance for other members?

Many CTA members rely on sick leave to protect them against unexpected time off work. But sometimes a sickness or an injury comes with additional expenses such as health insurance copayments and deductibles. That's why the CTA-endorsed Disability Insurance plan provides a \$25/day benefit for each regular day of required attendance when disabled members are receiving their full sick pay.

Would you like to learn more?

For costs and further details of the Disability and Life Insurance coverage provided by Standard Insurance Company (The Standard) including exclusions, benefit waiting periods and any reductions or limitations and the terms under which the policy may be continued in force, please contact The Standard's dedicated CTA Customer Service Department at 800.522.0406 or visit www.cta.org/thestandard.

Puttin' on the Hits 2013

TICKET

This year the Faculty Association's annual scholarship fundraiser, Puttin' on the Hits, is scheduled for March 8th and 9th. The Faculty Association has been producing Puttin' on the Hits for 15 years. This is an annual fundraiser that provides money for the FA Student Achievement Fund's annual scholarships. Last year the FA was able to give over \$12,000 in scholarships to fifteen deserving students. The FA would like to continue to support student scholarships at this level. However, this year there may be additional charges for the use of facilities. Therefore, it is very important that all shows be sold out. Please mark your calendars now and tell your family and friends about the show. Your support is greatly appreciated!!

FA Scholarships

Current Legislation:

The following is being reviewed by the CTA:

- SB 1456 Community Colleges: Student Success Act of 2012
 - AB 743 Common Assessment System (oppose)
 - AB835 Economic & Workforce (watch)
 - AB 852 failed (rehire rights)
 - AB965 failed (FT hiring)
 - AB1684 failed (CEO pay)
 - AB1741 failed (Student Success Act)
 - SB 1062 failed (BOG)
- See www.ccleague.org for more information