



The Faculty Gathering

A Publication of PCCFF, AFT Local 2277 / AFT-Oregon/AFL-CIO

Summer Edition Alan Cordle, Editor

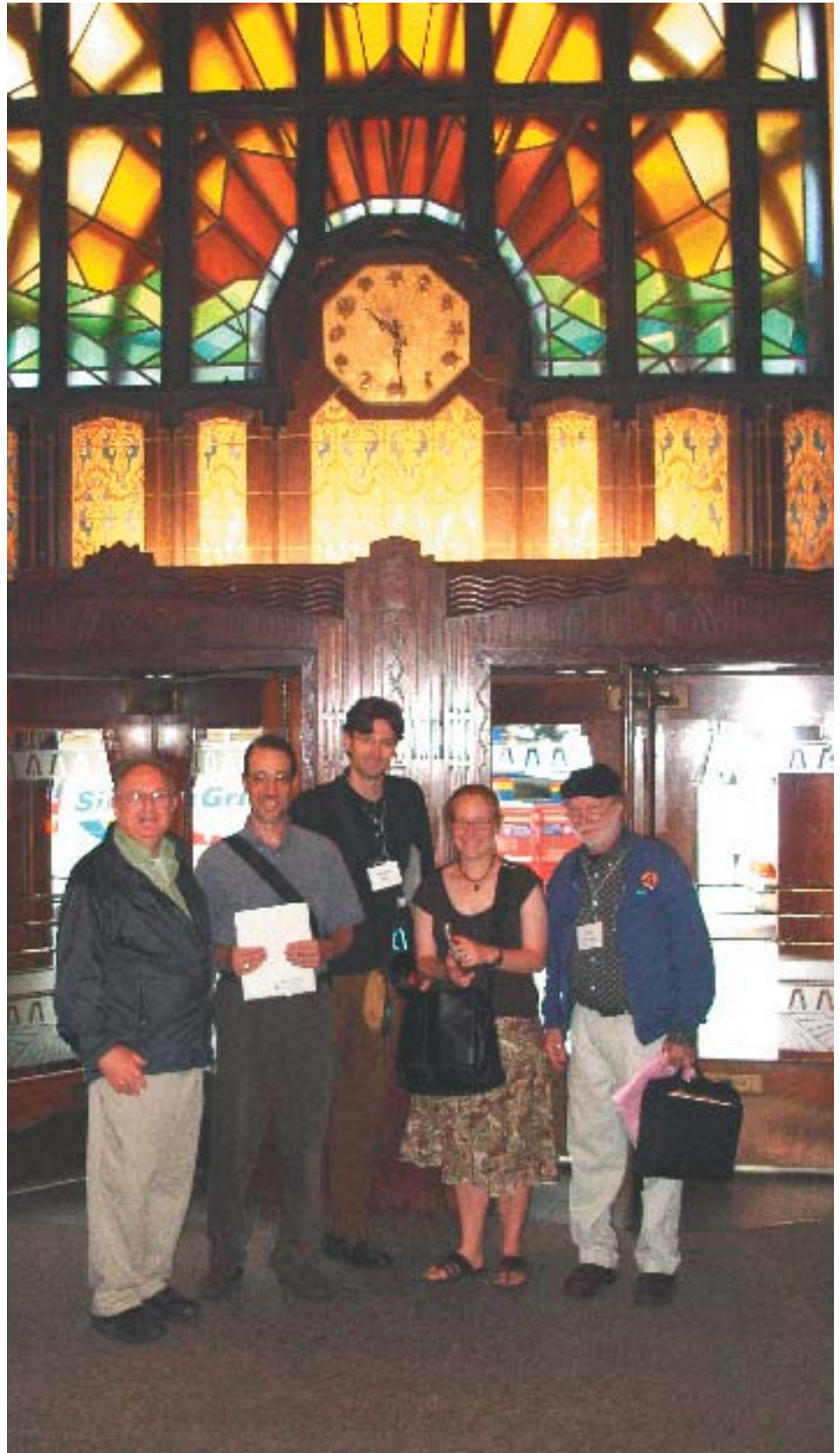
PCCFF Part-Timers Empowered in Vancouver, BC

Two vans, driven by David Rives and Michael Dembrow, transported a contingent of PSU and PCC part-time faculty over the border for the seventh COCAL conference in Vancouver, BC, August 11-13. The Coalition of Contingent Academic Labour includes activists from Canada, the States, and Mexico, fighting to achieve equity with full-time faculty at universities and colleges throughout North America.

The first day of the conference featured overviews of the situations in Canada from Greg Allain, CAUT; Mexico from Raul Gatica, ex-SNTE/CNTE, who now lives in exile in Canada; and the USA's Cary Nelson, who is President of the American Association of University Professors.

Allain said that Canada now has the highest tuition in the world aside from Japan and the U.S. In the past 25 years, Canada has developed what he called a “two-tiered

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On a working class and labour history walking tour of Vancouver, Martin Kaplan, Michael Dembrow, Andrew Butz, Kris Fink, and Tim Flanagan stopped in the Marine Building, an art deco treasure constructed by union workers in 1929-30.

Three PCCFF Resolutions Approved at AFT National Convention

The AFT or American Federation of Teachers, PCCFF's parent organization, held its biennial convention in Boston from July 20 to July 23. Nearly 4,000 delegates attended, representing AFT's 1.3 million teachers, professors, and other educational professionals, nurses and other healthcare professionals, and public employees.

PCCFF President Michael Dembrow attended the convention—

effort that was conceived by PCC Nursing instructors Teri Mills and Alisa Schneider. At this point, legislation to create the Office has been introduced to the U.S. House of Representatives (HR4903, the National Nurse Act of 2006) and 27 Representatives have signed on as sponsors or co-sponsors.

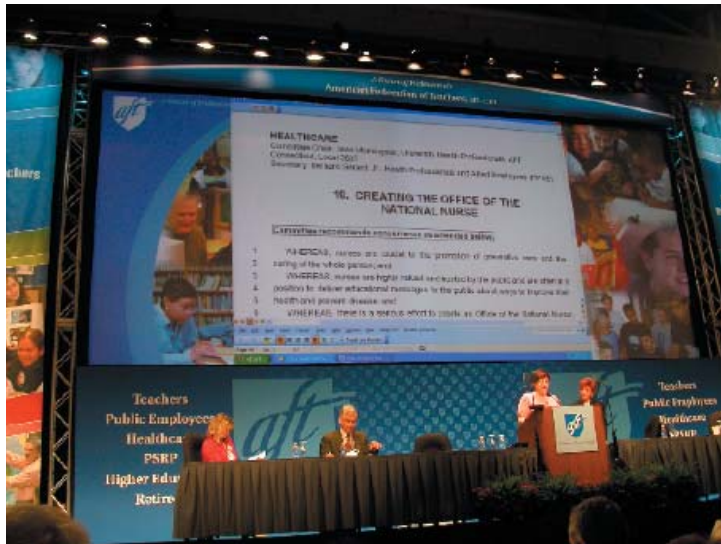
Resolution 18 was initially taken up by the Healthcare Committee, whose 100 members represented healthcare locals from

overwhelmingly, to considerable applause and roars of approval. It was fortunate to be among the 25 resolutions that made it to the floor before adjournment. The convention unfortunately ran out of time before it could pass the two Higher Ed resolutions. They will be taken up at the fall AFT Executive Council meeting, where the Committee's "Do-Pass" recommendation will be confirmed.

The full text of the resolutions are available on the PCCFF website (www.pccff.org).

Other highlights of the convention, says Dembrow, were

- a talk by education reformer Jonathan Kozol on the "Re-Segregation of America's Schools" at a meeting of AFT's Peace and Justice Caucus;
- a presentation on the ongoing impact of Hurricane Katrina on the teachers and schools of New Orleans (including the way that some are trying to use the devastation as a way to void union rights);
- and the unveiling of a new plan to introduce legislation in state legislatures across the country promoting PT/FT faculty equity and the restoration of lost full-time positions.



his first—to seek passage of three resolutions developed by the Faculty Federation Executive Council earlier in the year:

- Resolution 18: Creating the Office of the National Nurse
- Resolution 23: In Support of Textbook Affordability
- Resolution 24: In Support of Affordable Public Higher Education

All three resolutions were endorsed at the AFT-Oregon convention, then passed on to be part of the nearly 75 resolutions considered at the convention.

The effort to create an Office of the National Nurse is a national

all over the nation. Dembrow presented the resolution to the committee members, along with an amendment to include an explicit reference to HB4903. The amendment passed without objection, and the resolution left the committee with a unanimous "Do Pass" recommendation.

Resolutions 23 and 24 went to the Higher Education Committee, which was even larger, including full-time and part-time faculty and non-teaching professionals at colleges and universities around the country. They too passed unanimously.

The National Nurse resolution made it to the convention floor for consideration, where it passed



Three North American Speakers Detail Situations in Home Countries

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professoriate” that undermines the integrity of the educational workforce.

PCC’s Tim Flanagan noted that Gatica, speaking through a translator, “presented a stark picture of poverty, substandard housing, hunger, and deprivation in too many parts of Mexico. But as much as these communities need food, water, and medicine . . . they need education: the tools of the trade for improving their lives.”

Nelson, retired from a full-time position at the University of Illinois, and now an adjunct himself, called for an end to 19th century-style at-will employment. He implored the audience to make bad jobs more expensive to maintain and argued that part-time faculty should always be given first shot at full-time opportunities. Dr. Nelson said it is an “absolute moral obligation for full-timers to reach out to part-time labor.”

On the second day, the morning session included speakers from several parts of Canada, including French-speaking Quebec. Adjuncts there, known as sessionals, have seen salaries increase by 30% since 2003 thanks to aggressive organizing and strikes that lasted as long as two months.

Joe Berry of the National Education Association described how some administrators in the United States are hiring “union

avoidance consultants” and mentioned that more than one half-million contingent faculty are still not organized. He ended saying that “we need to decide how we want to grow up as a movement.”

Perhaps most striking to the PCC faculty was the presentation by Maria Teresa Lechuga, who described quite



Ann Kopel, David Rives, Trina Hing, and Andrew Butz compare notes and share breakfast at the COCAL conference held at Vancouver’s Harbour Centre

humorously how her teaching career evolves at a Mexican university. Each semester her supervisors ask her questions such as “what do you know about linguistics?” and “what do you know about math?” She has, as a result, had to refresh her knowledge of history and the arts as well, just to have a teaching position available. She passed her paystub into the audience, perhaps for the benefit of Americans and Canadians. Lechuga earns approximately \$300 per month and says her students are the reward for her “precarious situation.”

In a morning breakout

session, PCC membership learned about the AAUP’s Contingent Faculty Index, available at www.calfac.org. Others attended sessions about different organizing models, mobilizing members, and public vs. private universities and colleges.

In the afternoon, conference attendees chose between several other breakouts: Achieving Regularization, Using Strike Preparedness to Get a Better Contract, Getting Things Done in the US State Legislature, and Maintaining a United Front. The session about lobbying the legislature, conducted by union activists from California, New York, and New Jersey, provided some ideas for Oregonians, such as how to approach one’s representatives, what to say, and how long to lobby before the legislator needs

to handle another issue. The speakers had all lobbied with varied results: unemployment benefits between sessions, dedicated benefits rather than a contribution towards cost, and salary scales that mirror those of full-timers.

Sociology instructor, Andrew Butz, called the COCAL conference “a fabulous opportunity to empower part-time faculty in connection with their concerns over academic freedom, job security, and pay equity that are, in fact, regional, North American, and even global issues.”

Academic Freedom Inequities Major Issue at COCAL

I went to the COCAL conference thinking that I would hear how part time and full time faculty at other North American educational institutions are making teaching jobs more secure and equitable on their campuses.

Indeed, I did hear about this. However, I was also educated that this effort is not just about fairness and personal job security. It's about protecting academic and intellectual freedom. As one speaker said, "Academic Freedom has at its heart academic integrity." When contingent faculty contracts can be renewed (or not renewed) term by term on the whim of a department head, then not only do we lose individually, but society loses. The lack of job security means that teachers become afraid to raise the contentious issues in the classroom that promote critical thinking. We heard one chilling example of this from a teacher at an Illinois campus who was fired after 17 years for allowing his students to speak in class.

The trend today is that institutions are moving from a tenured faculty to a contingent work force. This is happening in Canada, the United States, and especially in Mexico where abysmally low pay for teachers means a devalued education for Mexican citizens. Now the challenge is to commit the time to be more active!

Ann Kopel

November 7, 2006: a Day to Remember

Franklin Roosevelt called December 7 a "Day of Infamy." September 11th has, similarly, become a day seared into our collective memory. Just as those dates, for negative reasons, have left a significant imprint on all of us, we have a unique opportunity to create another date significant to Oregonians who care about the future of our state; one we may look back on as a turning point for the quality of Oregon education.

On November 7 the voters of Oregon will have a chance to do a laundry list of important things, including:
1.) Elect a state legislature that is pro-education;
2.) Elect a governor who is pro-education;
3.) Defeat two initiatives

Michael Morrow -- COPE among whose "unintended consequences" will be draconian cuts to all levels of education in Oregon.

Before we get to the details, let's ask some questions: "what can we do about this?" and "do we have to wait until November 7th to do something?" The answer is you can step up and become a COPE member—if you haven't yet.

You know the details; we've been singing this song for months. COPE funds allow our Federation, and the state AFT, to make contributions that we can't otherwise—contributing directly to political candidates and for, or against, individual ballot measures. So why is that money vital?

Here's why (the serious

stuff): With COPE funds we can elect a pro-education majority in the Oregon House. We need four more Reps to join the pro-education Senate majority. Our great efforts and COPE dollars helped to elect Larry Galizio to the House 35 district. We need to keep him, and elect four more Reps who share his passion for quality education in Oregon.

With COPE funds we can prevent the disastrous TABOR and "Federal Substitution" (Measures 41 and 48) initiatives from becoming law. This fall we will be providing opportunities to see a short video, produced by the Center for Responsive Politics, which interviews many Coloradans who have seen a similar TABOR measure that they passed in 1992 decimate their state's educational and social infrastructure. That's why the state last November voted to table the law for five years. Additionally, former Republican Colorado legislator Bradley Young has written a very short series of essays about this, "TABOR and Direct Democracy: An Essay on the End of the Republic." Quick read, highly recommended for a practical (economic) and philosophical discussion of this major issue.

The "restrict the growth of government" and "cut your taxes" rhetoric will, like Measure 5 from 1990, have massive unintended consequences. Out-of-state dollars from a few rich individuals and organizations like anti-government activist Grover Norquist's, have attempted to put this disaster

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on the ballot in many states, including Oregon. They've been foiled in several states, but, thanks to high-paid out-of-state signature gatherers, were successful in Oregon. They foisted these disastrous measures on Oregonians. We need to work hard to defeat them.

With COPE funds we can prevent Oregon from electing a governor (in Ron Saxton) who has flip-flopped on so many issues, including TABOR, that we can't be sure what damage he'll do to education. We can be sure--because he's said so--that he is no friend of PERS, and will do whatever he can to terminate and privatize our retirement system. Whatever individual issues some have with Gov. Kulongoski, he clearly will support a legislature willing to find ways to fund quality education in Oregon, including community colleges.

There are other reasons to support COPE, and we'll be providing those over the next few months. We'll also be working with the student government, the college administration, and the Board on registration and voter education drive in September and early October. But long before then early money will be decisive in providing a springboard for candidates, so we're asking. Being a COPE member provides dollars, and numbers, and you already know that pledging \$4 a month (up to \$50 a year, \$100 for a couple) is fully tax-refundable for Oregonians.

You can join at the Federation website, or contact

your Fed Rep, or the office—at 503-977-4180. We'd love to reach 50% COPE membership among our Federation members, and we'll need you to help us make that happen.

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FROM THE PRESIDENT

– Michael Dembrow

It's a lovely summer here in Portland, a wonderful time for us all to count our blessings and appreciate all that's positive in our lives. But as tempting as it would be to just revel in the present, we do need to do some thinking ahead as well. (Wasn't there an Aesop's or La Fontaine fable about this?) Federation leadership has been working on a number of things this summer in preparation for the stresses of the fall (most of them related to the upcoming elections). Let me mention a few of them:

Just Say No! As you will deduce from other articles in this Gathering, I'm of course talking about the bad ballot measures that we face this November. Foremost among them in terms of their direct impact on us, are Measures 41 (Federal Substitution) and 48 (TABOR), but most are pretty awful. Most of them only got on the ballot because outside tax-cutting ideologues poured money into Oregon to pay signature gatherers. But now we've got to spend our time, our money, and our energy (all of which could be much more productively spent) to shield the state from them. Knowing the consequences for PCC and other necessary public services were these measures to pass, can we do otherwise?

OK, There Are A Few Yeses: There's a positive measure out there, Measure 44, having to do with bulk purchasing for prescription drugs. It will allow those without drug coverage to purchase their drugs at greatly reduced prices, as part of a statewide bulk purchasing program. There are also some important school and library levies in our communities. There are some exciting political candidates in important races (our own Larry Galizio in House District 35 comes immediately to mind). Their success will be crucial if we are to get a decent state allocation in the next session.

And a Yes and a No: I'm thinking of the Governor's race here. In its August meeting the Executive Council shifted from its support for Jim Hill in the primary to a recommendation of support for Ted Kulongoski in the November election. Although his performance in his first three years was disappointing in several ways, Kulongoski has been very pro-education, particularly towards post-secondary. He does seem committed to a positive course of action in his next term, and he is at last talking like the pro-labor candidate he is supposed to be. To be honest, we really have no choice but to support him, and to support him vigorously: the prospect of Ron Saxton in office—given Saxton's threats against PERS (which make the Kulongoski-supported "reforms" look almost positive), his anti-immigrant and anti-public-employee statements,

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From the President continued from page 6 and his overall hard tack to the right--made the Council's choice an easy one.

Get Them Registered and Educated!

Getting students registered for courses is not the only task ahead of us right now: we also need to help them register to vote! It's part of our responsibility as educators to help students to be good citizens, and that means helping them to register to vote and to be informed voters and critical thinkers willing and able to challenge simplistic slogans and sound bites. COPE V-P Michael Morrow and I have been working with student leadership to set up a process of engagement, from voter reg to issues awareness and candidate forums to Get-Out-The-Vote. Stay tuned and get ready to help.

Quality Health Care for All:

As you may know, part-time Classified, part-time APs, and part-time Managers have access to the PCC insurance plans, and the College pays a percentage of their premium costs, based on a proration of the insurance cap. Only part-time faculty are excluded from the plans and from the cap, a clear case of injustice and inequity (though unfortunately all too common in academia). ALL employees are entitled to quality healthy care, and that just isn't the case right now.

This issue was one of the last to be dealt with in our last round of negotiations, with the College insisting that insurance regulations prevented part-timers from getting onto our

plans. In the end, we agreed to substantially increase the College's contribution to the insurance reimbursement trust (for part-timers who purchase their insurance on their own) and secured an agreement that Management would work with the Federation to find ways to secure coverage for part-timers in time for our contract reopener in the spring.

I'm happy to report that it looks like we have made progress. We have been able to eliminate most of the impediments to getting Blue Cross and Kaiser coverage for those working approximately half time (a little less for those also working in the summer). That's the good news. However, the question of how much of the premium the College will pick up is still unknown, and one that won't be resolved until negotiations get underway in Spring Term. And there are still many details to be worked out. If we keep the pressure on, I feel confident that this is going to be a historic settlement for us. You'll be hearing a more about this (including how to keep the pressure on) over the next month or two.

Spending your union dollars

with John Sparks

The correct cocoa

Now that chocolate has been vetted as health food, you may accord yourself an additional pat on the back as you savor the fantastically bitter flavor of one of those 100% cocoa Ghirardelli chocolate bars. That is because Ghirardelli workers benefit from a union contract with all the accorded health and vacation benefits. Ghirardelli has been based in San Francisco since 1852, and their flagship store, upon which confection-crazed tourists descend for the World Famous Hot Fudge Sundae, stands on Ghirardelli Square. The company, actually owned by Lindt and Sprüngli of Switzerland, prides itself on the fact that it controls the manufacturing process from cocoa bean to packaged bar. Ghirardelli's workers belong to the BCTGM (Bakers, Confectioners, Tobacco Workers, and Grain Millers) International Union, which counts 120,000 members in the United States and Canada. Other unionized chocolate companies include See's Candy and Hershey's.

Sources: America@Work <<http://www.americaatwork2006.com/>>
BCTGM News: Jul/Aug 2005 <www.bctgm.org/organizing/2005orglist.htm>
Buy Blue.org <<http://www.buyblue.org/index.php>>
Ghirardelli Chocolate <<http://www.ghirardelli.com/>>



AFT AND AFT-OREGON PLEDGE \$300K TO DEFEAT Measure 41 (TABOR) and 48 (Sizemore’s Tax Scam)

The AFT-Oregon Committee On Political Education (which includes Faculty Federation members Michael Dembrow and Linda Eby) has voted to allocate \$100,000 to defeat the two budget-cutting measures that will be on the ballot in November: Measure 48, the so-called “Taxpayers Bill of Rights (TABOR)” and Measure 41, the “Federal Substitution Measure” (or what is also being referred to as “Bill Sizemore’s Tax Scam”). TABOR, which was tried out with disastrous results in Colorado and then suspended, would restrict state expenditures; Measure 41 would cut the state budget by \$800 million per biennium.

These measures together would cut PCC’s state revenues by \$8-10 million a year (from their already low point), not to mention their effect on other state services that benefit us, our families, and our students. Measures 41 and 48 have been condemned both by the Faculty Federation and by the PCC Board of Directors. For more information about the measures, go to the Defend Oregon website at www.defendoregon.org.

Given the severity of the threat that we face, AFT National has pledged a “double-match” to this \$100,000, thus raising the overall contribution to \$300,000.

These funds, incidentally, only come from the dues of full Federation members, as is true of all of the important political action and lobbying expenditures that the Federation makes on behalf of education and its members. “Fair-Share” payments cannot be used for this purpose.



AT IN-SERVICE: FREE LUNCH AND CONVERSATION

The Faculty and Classified Federations will be holding a joint meeting on in-service Monday, Sept. 18, at Sylvania ST107, from 12 to 1. Members will be able to pick up a free lunch at the Cafeteria starting at 11:30, then head over to the meeting to hear about plans for this year’s salary/benefits contract re-opener, learn more about the electoral battles we’ll be facing this fall, and give some input into what the union’s priorities should be for this year. It will be a great opportunity to bring together members from all over the district for important idea-exchange.

PCC Faculty Federation
P. O. Box 19389
Portland, OR 97280-0389

Join the FUN!

Faculty Federation Picnic
Friday, September 22, 2006
5 p.m. to 8 p.m.
Willamette Park
(SW Macadam at SW Nebraska)



Food for all types of tastes, just bring yourself, spouse, or significant other and join other Faculty and Academic Professionals from PCC for an end of the week get-together.