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From trustees to parcel taxes

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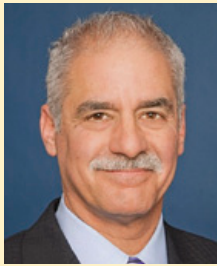
### Protect your privacy in the internet age

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## Up Front Joshua Pechthalt, CFT President



### We can progressively build on our ballot box victories in the coming months

A New Deal for the 21st century can galvanize labor, community organizations and progressive forces, offering real hope to the millions of Americans who have seen their quality of life, and prospects for their children, evaporate.

November 6 was an epic day in American politics. Democrats and progressives won important races and initiatives across the country and rejected hard-right politics by reelecting President Obama.

In California, voters stood with organized labor in defeating Proposition 32 and overcame 30 years of anti-tax propaganda to pass Proposition 30. A diverse and expanding electorate sent a Democratic supermajority to both the Assembly and Senate, the first time this has been done with a governor from the same party since the 1930s. Conservative congressmembers Mary Bono Mack, Brian Bilbray, and Dan Lundgren, who at one time seemed invincible, were also replaced with pro-education candidates.

Across the state, local communities passed more than 75 percent of parcel and bond measures, including Measure A, the parcel tax to aid City College of San Francisco. Costa Mesa voters defeated Measure V, an anti-worker referendum modeled on Gov. Scott Walker's legislation in Wisconsin. And numerous CFT members were elected to public office (see page 16).

The success of Prop. 30 validated CFT's March decision to merge our Millionaires Tax with Gov. Brown's measure. By doing so we helped forge a broad coalition and made what became Prop. 30 more progressive.

The CFT took the lead in creating and expanding a labor-community coalition — Reclaim California's Future — which supported the Millionaires Tax and then Prop. 30. That coalition played a pivotal role in connecting with communities of color around the state and probably accounted for 4-5 percent of the total vote. This moves us towards building a broad progressive agenda that supports schools, services, and the interests of working people.

But dangers abound. A sluggish economy could turn election-day optimism into anger and cynicism directed at the Obama administration and Democrats. When Democrats failed to build on the political mandate of the 2008 election, Republicans took back the House of Representatives and seized political control of states. That could happen again.

In California, the Democratic supermajorities in both houses prom-

ise huge opportunities. But the governor and the Democratic leadership have so far downplayed using this new political power to move additional revenue measures.

The Democratic Party fights for working families, women, communities of color, and the 99% against the narrow interests of the 1%. Pushing that agenda in a smart, aggressive way serves the majority of Californians.

If we are to build on our November electoral success, organized labor and its community partners must offer a compelling vision that goes beyond the bargaining table and includes single payer health care, well-funded quality public education, and a massive jobs program that rebuilds America's infrastructure.

A New Deal for the 21st century can galvanize labor, community organizations and progressive forces, offering real hope to the millions of Americans who have seen their quality of life, and prospects for their children, evaporate. The American people have shown they would support such a vision.

*Josh Pechthalt*



CARLOS CHAVEZ

#### ON THE COVER

Members of the Newport-Mesa Federation of Teachers walk a precinct in Santa Ana to urge a Yes on Prop. 30 vote, and a No vote on anti-union Prop. 32 and Measure V. Left to right, Alma DiGiorgio, Tamara Fairbanks, Rachel Sill, Jessica Gardner and Joel Flores.

PHOTO BY BOB RIHA, JR



The California Federation of Teachers is an affiliate of the American Federation of Teachers, AFL-CIO. The CFT represents faculty and classified workers in public and private schools and colleges, from early childhood through higher education. The CFT is committed to raising the standards of the profession and to securing the conditions essential to provide the best service to California's students.

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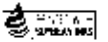
#### EDITORIAL OFFICE

California Federation of Teachers, 1330 Broadway, Suite 1601, Oakland, California 94612  
 Telephone 510-523-5238 Fax 510-523-5262  
 Email jhundertmark@cft.org

Publications Director and Editor Jane Hundertmark

Contributors this issue: Robert Bezemek, Kenneth Burt, Velma Butler, David Conway, Megan Dias, Carl Friedlander, Elaine Johnson, Laura Kurre, Joshua Pechthalt, Mindy Pines, Gary Ravani, Bob Samuels, Steve Weingarten, Emily Wilson

Graphic Design Kajun Design, Graphic Artists Guild





Retiree Sandra Mack volunteers to phone bank in San Francisco.

# All-Union News

## CFT members lead in passing Prop. 30, defeating Prop. 32 Working with coalition partners, the union helps reach millions of Californians

Voters in California sent a powerful message on Election Day, passing Proposition 30 which raised income taxes on top earners to support public education — the first major tax increase since passage of the revenue-cutting Proposition 13 almost 35 years ago.

Nearly nine in ten CFT members, 87 percent, voted for Prop. 30, the merger of CFT’s Millionaires Tax and Gov. Brown’s original initiative, according to a post-election poll commissioned by the California Labor Federation.

On the national level, voters reelected President Obama on a platform that promises to restore pre-Bush tax rates on the wealthiest Americans, and fund social investments such as college scholarships, immigration reform and marriage equality.

For the first time, the electorate looked like the population, with young voters and ethnic and racial minorities making a profound difference at the polls. Educators are uniquely positioned to understand both the demographic change occurring in the United States, and the power of education to change lives. A class of kindergarteners represents

the next generation of voters; many will cast their first ballot while attending community college, CSU or UC.

Younger voters — college students and parents with children in school — depend on public education and recognize the need for investment in public

Americans and Latinos.

CFT also partnered with the Courage Campaign, a progressive, statewide internet-based activist group. AFT local unions worked closely with community-based organizations. In Fresno and Oxnard, for example, local unions

on 30 and No on 32 field operations combined forces and distributed 1 million



door hangers in the last four days. CFT’s combined electoral campaigns significantly contributed to a voter surge that passed Prop. 30, defeated Prop. 32, and led to unprecedented gains in the California Legislature.

Democrats picked up three seats in the Assembly and four seats in the Senate. Both houses now have two-thirds or more Democrats, the number needed to enact revenue measures without minority party support. The expanding electorate seated four new pro-labor, pro-education Democrats to Congress from historically conservative California districts.

— By Kenneth Burt, CFT Political Director



Kassi Hawkins, left, Darlene Killgore, center, and Rebecca Fox “Walk for Education” in Oxnard.

services to create more opportunity. This is particularly true for families with low and moderate incomes.

Voter participation does not automatically follow population gains, however. “Demographics is not destiny,” said Anthony Thigpen, in his post-election analysis. A veteran community organizer, he leads California Calls and the new Reclaim California’s Future coalition, of which CFT is a partner.

Reclaim California helped shape the election by turning out occasional voters. Deviating from past get-out-the-vote operations that talk to voters only in the days before the election, the umbrella group organized neighborhoods year-round through its local affiliates.

And starting six weeks before the election, activists from these affiliated organizations talked to more than a half million potential voters, most of whom were low-income African

worked with immigrant and second-generation populations from Mexico. In San Francisco, college faculty collaborated with LGBTQ and Chinese communities (See page 6).

CFT played a significant role in the labor-based coalition that successfully defeated Proposition 32, the Special Exemptions Act, which would have limited the voice of educators and all union members in politics.

The coalition, Alliance for a Better California, also includes the League of Women Voters, the Sierra Club, Planned Parenthood, and Common Cause. The Alliance built the largest political organization in memory, focusing on areas without established community organizations. It used social media extensively and constructed a walk-and-phone program that started before Labor Day, and ultimately led to some 2 million personal conversations.

Ten days before the election, the Yes



Teachers Teresa Espinosa (left) and Beulah Joy ready to walk precincts in Ventura County.



Monterey Bay Area educators placard a freeway overpass in Aptos, front to back: Casey Carlson (Santa Cruz Federation), Laura Zucker, Anne Twichell, Kevin Beck, and Nancy Jackson (Pajaro Valley Federation).



JANE HUNDERMARK



JANE HUNDERMARK

City College instructor and political organizer Galina Gerasimova makes calls to San Francisco voters.

# Local unions play major

**EDUCATORS ELECT  
MAYOR, BOARD  
MEMBERS, TRUSTEES;  
DEFEAT ANTI-UNION  
CITY CHARTER**

**T**hough electioneering related to Propositions 30 and 32 dominated most local union action, CFT members still found time to support a number of successful local ballot measures and candidates, often in collaboration with local community coalitions.

Below are local candidates and measures listed north to south by

local school or college district, based on endorsements by local unions.

At **San Francisco City College**, parcel tax Measure A won overwhelmingly with 72 percent of the vote. College professors helped elect trustees Natalie Berg, Chris Jackson and Rafael Mandelman, while teachers and paraprofessionals in **San Francisco Unified** backed winning school board candidate Matt Haney.

Voters in **Jefferson Union High** and **Jefferson Elementary** school districts in San Mateo County passed facility bonds, Measures E and Measure I.

**Berkeley Unified** voters elected school board candidates Judith Appel and Beatriz Leyva-Cutler.

Voters in the **San Jose/Evergreen Community College** district supported Rudy Nasol and Richard Tanaka. Adult educators successfully backed school board candidate Lan Nguyen in the **Eastside Union Unified**.

In **Morgan Hill Unified**, voters passed Measure G, a facilities bond, and elected school board candidate Bob Benevento. Voters in the **Pajaro Valley Unified School District** also passed a school facilities bond, Mea-

CARLOS CHAVEZ



Kathleen Cressy and Diane Bolton check addresses to leave door hangers in Ventura.

sure L, along with electing school board candidates Karen Osmundson and Maria Orozco.

In the **Santa Cruz City Schools**, the union backed winning school board

candidates Sheila Coonerty and Patty Threet.

In Fresno, **State Center** community college faculty, in their first major political activity in years,



BOB RHHA, JR.

Newport-Mesa teachers walk precincts in Santa Ana to spread the word: No on V!

## Orange County local helps turn back anti-union Measure V

**THE NEWPORT-MESA FEDERATION** of Teachers helped defeat a coordinated strategy to make Costa Mesa "the Wisconsin of the West."

The story began last year on March 17, when 200 city employees got pink slips and the city council threatened to outsource their work. As a result, one maintenance worker, out of desperation, committed suicide.

The Orange County Employees Association, representing the worker, as well as 18,000 city employees in Orange, and 200 in Costa Mesa, launched a campaign to prevent the layoffs and subsequent outsourcing. The Association filed a suit to block the city from outsourcing jobs and got a preliminary injunction that remains in effect.

"The state appeals court ruled and published that decision," explains Jennifer Muir from the Employees Association, "meaning that other cities can cite this decision when opposing outsourcing efforts."

But the city council fought back. It attempted to write its own rules in Measure V, a conservative attempt to turn Costa Mesa into a "charter city" so the law would not apply there. Measure V would have given the council more flexibility to privatize public employee union positions, and it contained language similar to that in Proposition 32.

The Federation hosted the grassroots community coalition, Costa Mesans for Responsible Government, in its union office, and through joint efforts the coalition was able to defeat the extremist measure. Nearly 60 percent of city voters rejected Measure V.

"We wanted to stop the layoffs and defeat the measure," said Kimberly Claytor, president of the Newport-Mesa Federation, "so we established relationships in our community and the work paid off. It does speak to the value we have that 'an injury to one is an injury to all.'" — JH

Galt President Alex Bauer with Ami Bera, who won a congressional seat by defeating incumbent Dan Lundgren.



COURTESY LOCAL 2219



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# roles in down-ticket races

helped elect two trustee candidates, Eric Payne and John Leal.

In San Luis Obispo County, **Paso Robles Unified** school board candidates David Lambert and Joan Summers were victorious, as was trustee candidate Hilda Zacarias at **Allan Hancock College** in northern Santa Barbara County.

Larry Kennedy and Bernardo Michael Perez both won board seats at **Ventura College**. Steve Hall, president of Ventura County Federation of College Teachers, Local 1828, was elected to the school board in the nearby **Oxnard Union High School** district, where faculty and classified are represented by AFT.

At **Cerritos College** in Los Angeles County, trustee candidates Bob Arthur, Sandra Salazar, and Marisa

Perez prevailed.

Voters in Orange County passed Measure M, a facilities bond for **Coast College**. Orange County educators, working out of the **Newport-Mesa Federation** office, also engaged heavily in defeating Measure V, the anti-union city charter measure in Costa Mesa (*see sidebar*).

In San Diego County, voters in **Poway Unified** elected school board candidates Kimberly Beatty and Andy Pataw. At **Palomar Community College**, victorious trustee candidates were John Halcon and Nancy Ann Hensch.

Bernie Rhinerson was elected to the board of trustees at **San Diego College** and college faculty helped elect Bob Filner, a former AFT member, as the mayor of San Diego.



CARLOS CHAVEZ

Steve Hall, leader of the Ventura Federation of College Teachers, was elected to the school board in the Oxnard Union High District.

## One county's community coalition with a CAUSE AFT local unions and partners help turn the tide in close Ventura County vote

**"Y**oung people were tuned in to Proposition 30," says Oxnard High School government and social studies teacher Wes Davis. "Fresh out of high school, they've seen the impact of a terrible funding model for public education. They've seen college tuition go up. They worked hard, pounded pavement, talked to friends and family."

During the election campaign, Davis walked precincts where he saw former students. "This was one of the most rewarding things I've felt as a teacher," he says. "You don't often see kids after they graduate. Running into a former student fresh out of school who is knocking on doors like you...it's as rewarding as it gets."

Davis, also president of the Oxnard Federation of Teachers and School Employees, says he was particularly

impressed by youth volunteers in Oxnard, Santa Paula and Fillmore, who contacted over 4,000 voters. More than 700 students at Ventura and Oxnard Colleges alone registered,



Oxnard Federation President Wes Davis, right, with labor council colleague Saul Medina.

CARLOS CHAVEZ

contributing to record voter registration numbers in Ventura County.

Working with the Central Coast Alliance United for a Sustainable Economy, or CAUSE, Davis and other coalition volunteers not only registered voters but contacted more than 33,000 new and occasional voters, urging them to vote for Prop. 30. More than 26,000 people contacted by CAUSE pledged support.

"This made all the difference," says Davis. "In Ventura County, Proposition 30 won by under 2,000 votes."

CAUSE, a social justice organization based in Ventura County, grew out of the living wage movement. It comprises community, minority, and student groups as well as labor unions. "We need to work with community groups if we are to be effective in moving our progressive agenda,"

explains Davis. "By working with groups like CAUSE, whose agenda aligns with ours, we present the community face of our members."

In addition to supporting multiple living wage ordinances and quality of life issues, CAUSE develops a pipeline of progressive candidates. It identifies, trains, and supports people who are interested in school board, college trustee, and other public offices. CAUSE hosts candidate forums "to increase voter participation and inform the public," says Executive Director Marcos Vargas. Future candidates gain enormous exposure and develop significant relationships. Vargas looks forward to next year when CAUSE will get 501(c)4 status, enabling it to directly work for and endorse candidates.

— By Mindy Pines, CFT Reporter



Alex Tom speaks for the Chinese Progressive Association at a community rally.

# Chinese community steps up to pass parcel tax for City College of San Francisco

## New Americans lend critical support to help save needed ESL and citizenship classes

For students at the Chinatown/North Beach campus of City College of San Francisco, ESL classes are the ticket to a better future and they are motivated to preserve their access to this essential education.

ESL students and Chinatown community organizations worked hard to pass Measure A on November 6. The measure assesses \$79 per parcel on property owners to raise about \$16 million a year for City College.

Nearly 50 percent of the student body is Asian. Chinatown workers, residents and citizens, regardless of their socioeconomic backgrounds, value education as a key way to improve one's life and succeed, according to Eva Cheng. The Chinese community was among the most vocal of City College supporters.

"Students approached strangers to talk about why the measure was important," says Cheng, a counselor at the new Chinatown cam-

pus. "They staffed tables, registered voters, leafleted and worked phone banks. They paired up to canvass merchants and plaster Chinatown shops and streets with signs."

Measure A passed overwhelmingly, exceeding the two-thirds vote necessary to pass a

working with low-income housing tenants, the elderly and small businesses in Chinatown. Coming to this country from Hong Kong in 1970, Cheng is dedicated to helping immigrants adjust.

On her own time, Cheng presented voter education workshops at

so the votes would count. I explained ranked-choice voting. It's confusing even when ballots have instructions in the immigrant's language."

Alex Tom, executive director of the Chinese Progressive Association, said, "As Asian Americans, we had a responsibility to help pass Measure A." For Chinese and other immigrant communities, the job training, ESL and citizenship classes provided by City College "are among the most effective ways to lift low-income people out of poverty."

Measure A was a joint effort of AFT Local 2121 (representing City College faculty), SEIU Local 1021 and the San Francisco Labor Council, working with community organizations such as the Chinese Progressive Association and Chinese for Affirmative Action. Cheng credits the partnering of community and labor unions including United Educators of San Francisco (representing teachers and paraprofessionals in the unified K-12 district) with saving the college for now.

For months, these and more organizations collaborated, pooling resources and mobilizing volunteers. They held rallies and ran political education workshops. They targeted the Chinese-language and community media and held press events. They reached out to various immigrant communities, calling thousands of voters. Their voter registration drive added 200 new voters to the rolls.

From this victory, Cheng hopes that students will continue to be seen "as a great resource. We should cultivate their activism and build relationships with them. Whether at City College or as citizens of San Francisco or the United States, we have to make them feel welcome... part of their new home.

"Community activism is alive among the immigrant population," Cheng concludes. "Grassroots campaigns win battles because they involve the average citizen."

— By Mindy Pines, CFT Reporter



For months, Chinese community organizations collaborated, pooling resources and mobilizing volunteers. They held rallies and press events, targeting the Chinese language media.

parcel tax. City College is facing a severe financial crisis and has been threatened with losing accreditation. Some of the 11 campuses through-

the Chinatown campus. "The voting process can be cumbersome," she explains. "Many students were voting for the first time and were not famil-

For Chinese and other immigrant communities, the job training, ESL and citizenship classes provided by City College "are among the most effective ways to lift low-income people out of poverty."

— Alex Tom, executive director of the Chinese Progressive Association

out the city, including the Chinatown facility, might have closed had Measure A failed. Non-degree courses systemwide would have been cut. About 70 percent of the Chinatown students are in non-credit programs. Most attend English and citizenship classes.

Before becoming a counselor at City College, Cheng was a social worker and community organizer,

with the voting logistics, like how to fill in the ballots. The workshops helped immigrants whose first language was not English to understand the issues. We didn't talk about how to vote, but went over the sample ballots... the pros and cons to individuals and the community at large... how to make sure absentee ballot envelopes would be signed properly



AFT Local 2121 member Annie Wong teaches ESL at the Chinatown/North Beach campus.



# Seven lessons learned from Chicago Teachers' Union strike

## CTU Vice President Jesse Sharkey shares inside story of successful planning and action

**ORGANIZATION, PLANNING** and a clear message can bring real change to schools and fight the forces trying to diminish public education, says Jesse Sharkey, the vice president of the Chicago Teachers' Union.

In a November event sponsored by the Berkeley Federation of Teachers, United Educators of San Francisco and Alameda Education Association, Sharkey, a former high school history teacher, came to Berkeley's Longfellow Middle School to talk about the lessons learned in his union's strike in September.

The first strike in the nation's third largest school system in more than 25 years resulted in more music, art and physical education teachers, limits on class size, a lessened focus on standardized testing, more counselors, and a lunch with no work responsibilities. Sharkey talked about what unions could do to build the kind of support seen in Chicago, where thousands marched with the strikers.

PHOTOS BY JEANNE HANSEN



"Really, we don't know what produces an Occupy Wall Street or a Wisconsin or a CTU strike, but if we don't fight, we'll never produce it."

— Jesse Sharkey

The Chicago strike resulted in more music, art and P.E. teachers, limits on class size, a lessened focus on standardized testing, more counselors, and a lunch with no work responsibilities.

about asking for a 24 percent raise during their first year in office, based on the added work teachers were asked to do. Some union members thought this would mean losing public support, but that didn't happen, Sharkey said.

### 3. Try Something New

Unions need to stop being afraid of their people taking initiative, Sharkey said. He encouraged the audience to take members' ideas and run with them — even if they seem odd.

"People would come and say, 'We want to have an art show,' and we'd say, 'Sure! Have an art show half naked in winter,'" he said. "The worst thing that can happen is you don't do anything."

### 4. Train Your Members

It's in the union's best interest to make sure people are informed, Sharkey said, so the CTU went into schools and held trainings with members.

"If people don't have a clue what's going on, it makes your job a lot harder," he said. This outreach paid off during the strike, Sharkey added,

saying out of about 26,000 educators, only 20 crossed the picket line.

### 5. Be Visible and Reach Out

On the first day of the strike, teachers and staff made sure to be out at all 600 schools so the public saw them. Sharkey says the support they got was phenomenal — for example, a person

wearing a striker's red t-shirt couldn't avoid getting free cab and bus rides as well as encouragement from the drivers. A quarter of a million dollars worth of red t-shirts were sold, thousands marched along with the strikers, and local hip-hop artists recorded raps in support. Sharkey says people in the community see what is going on with educators, and they are willing to help — and labor needs to mobilize that willingness. "We realized there are huge reservoirs of anger and huge reservoirs of sympathy out there."

Schools, he added, provide a nexus for parents, teachers and community to come together, and he encouraged educators to tap into that support.



Members got some informal question-and-answer time with Jesse Sharkey.

### 6. State Your Needs Clearly

Sometimes it's difficult for teachers to fight the corporatization of education in a plain, understandable way, Sharkey said. "We told people we were fighting for the contract and for quality public schools," he said. "We made it very clear we need a better school day."

A significant win in the strike was stopping merit pay, which Chicago Mayor Rahm Emmanuel badly wanted. Sharkey says they debunked merit pay by explaining to people clearly how the competition would hurt, not help.

"Every aspect of this strike was thought about and planned. We worked it all out to the smallest detail."

### 7. Fight

When asked how the CTU seemingly went from "zero to 60 in under a minute," Sharkey said that you start by going to one.

"We need to put the car in drive and stop driving it backwards and making excuses in the labor movement," Sharkey said. "Really, we don't know what produces an Occupy Wall Street or a Wisconsin or a CTU strike, but if we don't fight, we'll never produce it."

Sharkey came back to this at the end of his talk with his last words: "If you don't stand up, you'll never know what's possible."

— By Emily Wilson, CFT Reporter



### 1. Prepare

From the time the slate of union leadership was elected in 2010, they started planning for a strike, Sharkey said. "Every aspect of this strike was thought about and planned," he said. "We worked it all out to the smallest detail."

### 2. Be Bold

Sharkey encouraged the audience to set a somewhat combative tone, to assert their professionalism, and not to sell themselves short. He told

# Who's *spying* on you?

## Protecting your

BY ROBERT J. BEZEMEK  
AND DAVID CONWAY

**A**lmost everyone uses social media. Whether it's emailing, surfing the web, sending text messages, tweeting or tumblr, we are treating social media as an extension of our personal conversations with family, friends and co-workers. And we do it from every imaginable location — public transit, automobiles, restaurants, parks, sidewalks, the office, and throughout the campuses where we work.

Increasingly, however, we are vulnerable to unintended interception of our communications, or having those communications forwarded or shared by others (even when "private") in ways that are beyond our control. From custodian to chancellor, someone, somewhere, may have the opportunity to read what you have posted online. And that can result in embar-

assment — or worse, investigations, interrogations, and discipline, even discharge.

You may think that your social media communications are protected by law. They might be, but if you haven't been careful, you may have waived your protections.

### Invasion of privacy

When you use your own electronic device — a smartphone, tablet, or personal computer — you have a right of privacy. However, that right may be compromised or invalidated, depending on whether your use was "in the open" where others could read what you posted, whether you had a reasonable expectation of privacy

employer's router is available to the employer, and may be saved on the employer's hard drives or servers, or off-site by a third party. It might be easy for the employer to search your electronic communications without your knowledge. Isn't that an invasion of your privacy? Probably not, unless your union has negotiated protection.

Most employers have computer and email usage policies which



## 6 Maxims for your digital work life

- 1 Most employers have computer and email usage policies which declare that you have no right of privacy when using employer-owned electronic equipment. Once you've signed on, it is possible that a court or other entity will find that you've "waived" any right to privacy.
- 2 All highly confidential or private emails, such as an email to your union or about your supervisors, complaints or grievances, should be sent from a non-work email account.
- 3 Assembly Bill 1844 prohibits employers in most situations from requiring or demanding employees and job applicants to share or provide them with social media user names or passwords.
- 4 Assume your employer can find "private" online postings and public information that you share online, such as tweets, blog posts, or "public" portions of a Facebook page, as well as any ostensibly "private" information that a third party may share with them.
- 5 The only prudent and secure way to preserve your right of privacy is for your union to negotiate contractual language to protect your privacy and use of electronic resources, email and internet access.
- 6 It's wise to protect your personal electronic devices with security measures, starting with a password.

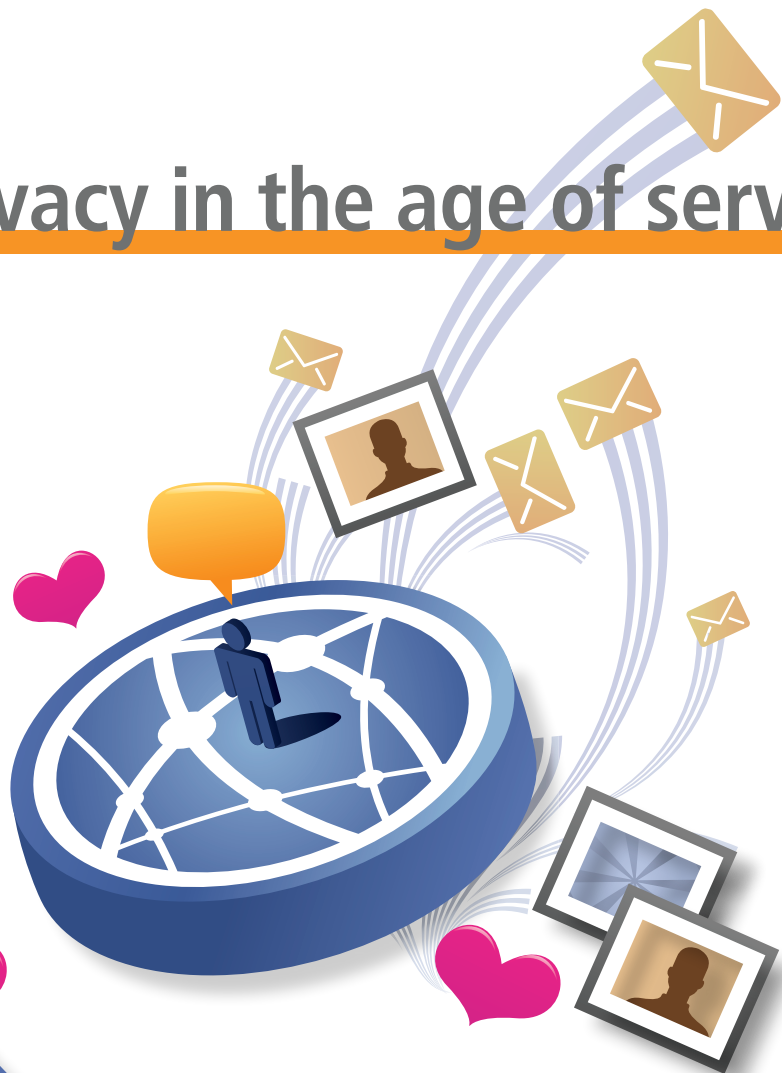
because the device or service required a password, whether any relevant policies of the service provider or employer were implicated, and based on who might be looking in. Even so, the legal precedent in this area is not consistent enough to be relied upon.

If you use that device at work to get a cellular or internet connection, you may be connecting through your employer's router and server. And everything traveling through the

declare that you have no right of privacy when using employer-owned electronic equipment. So, once you've signed on, it is possible that a court or other entity will find that you've "waived" any right to privacy. This extends to conversations that would normally, and reasonably, be private. This trend is alarming, for the courts have ruled for many years that employees do have a right of privacy at work.



# privacy in the age of servers and social media



at work, to connect to your students, colleagues, parents, administrators and others. And, the reality is that employers need to respect that you are entitled to privacy when you use these devices for personal purposes, and that such personal use is natural and commonplace.

Even in the “best environment” possible — a workplace with comprehensive, negotiated privacy protections — it is still best to not rely on employer email for sensitive matters. All highly confidential or private emails (such as an email to your

employee to divulge personal social media reasonably believed to be relevant to an investigation of allegations of employee misconduct or employee violation of applicable laws and regulations, provided that the social media is used solely for purposes of that investigation or a related proceeding.” As this is a new law, the full scope of this second exception is not yet entirely clear.

While AB 1844 is an improvement on the current state of affairs, this law should not be seen as any guarantee, or even a reasonable assur-

You might be surprised at what you’ve agreed to merely by turning on your employer-owned computer, the one you use as though it were your private computer.

union or about your supervisors, complaints or grievances) should be sent from a non-work email account. There is simply no reason to risk it, when you may never even know if your privacy was compromised.

## New state law attempts to protect social media networking

In September, Gov. Brown signed a social media privacy protection bill into law that protects employees and job applicants from an employer’s intruding into their social networking sites. Assembly Bill 1844 prohibits employers from requiring employees and job applicants to provide them with social media user names or passwords. The law doesn’t go far enough, but it is a step in the right direction.

Even this law has exceptions, however. It does not prohibit an employer from requesting passwords necessary to access electronic devices that it owns, or from demanding “an

ance, that employers will not be able to find anything and everything you post online. Remember, an employer still has access to any public information that you share online (such as tweets, blog posts, or the ever-changing “public” portions of a Facebook page) and any ostensibly “private” information that a third party may share with them.

Put another way, information on Facebook that is visible to each and every one of your “friends” is not private. Many people have only realized this after they have been terminated for making “disparaging” or “disloyal” remarks, for comments forwarded to the employer by others, or for making comments that were not hidden or protected by Facebook’s “private” settings as well as the employee thought. In one notable case considered by the National Labor Relations Board, an employee was fired for simply “liking” another employee’s comment on Facebook.

*(Continued on next page)*

Though employers like to argue that if they “own it” (the building, the campus, your file cabinet) they can seize it or inspect it, some courts have recognized a zone of privacy in desk drawers, file cabinets, and offices. But these protections are under attack, with employer “computer use policies” which abrogate these privacy rights.

A recent and disturbing California case, *Holmes v. Petrovich Development Co.*, 191 Cal. App. 4th 1047 (2011), held that emails sent from an employee to her attorney, through her employer’s work email system, were not protected by the attorney-client privilege. The employer searched for those emails, read them, and used them to try to defeat the employee’s lawsuit alleging wrongful dismissal. The court found that

because she used an employer email system, with a stated policy that emails “are not private,” the privilege did not apply.

If you are issued an employer-owned computer, most employer policies dictate what you can and cannot do with the computer and provide that you waive your right of privacy as a condition of accepting the electronic device. You might be surprised at what you’ve agreed to merely by turning on your employer-owned computer, the one you use as though it were your private computer.

The most secure, and only prudent way to preserve your right of privacy is for your union to negotiate contractual language to protect your privacy and use of electronic resources, email and internet access. Otherwise, any reliance on legal privacy protections may be grievously misplaced.

The realities of the modern workplace are that you need a computer

## Glossary of Terms

**National Labor Relations Board (NLRB)** The federal agency created by the National Labor Relations Act (NLRA) of 1935 that performs the following functions in private sector workplaces: determine bargaining units, hold elections to determine whether a majority of employees want to be represented by a specific union, certify unions to represent employees, and administer other provisions of the act.

**Educational Employment Relations Act (EERA)** The 1975 act that brought collective bargaining rights to the employees of California's public schools and community colleges. This includes bargaining, representation, and certain employee rights.

**Higher Education Employer-Employees Relations Act (HEERA)** The 1978 act that brought collective bargaining to the employees of California's universities. HEERA governs the union's role and rights in the universities.

**Public Employment Relations Board (PERB)** The California governmental agency charged with administering and enforcing state collective bargaining statutes, including EERA and HEERA. Its powers include the authority to determine bargaining units, to conduct representational elections, to identify and correct unfair labor practices, hold fact-finding hearings, certify impasse and similar functions.

**Protected concerted activity** When two or more employees take action for the purpose of union organizing or union activity, collective bargaining, or otherwise for their mutual aid or protection regarding the terms and conditions of their employment. Such activities are "protected" under the federal NLRA and state labor laws including EERA and HEERA

## Who's spying on you?

(Continued from previous page)

### Protected union activity in an online world

Sharing information about employers, work issues and concerns among colleagues is common. Using social media for such discussion has important considerations with respect to "protected union and concerted activity" under both the National Labor Relations Act and collective bargaining laws administered by the California Public Employment Relations Board — the Education Employment Relations Act and the Higher Education Employer-Employees Relations Act. These two California laws give public school, community college and

protected activity, such as a reprimand, suspension or termination. If an employee's complaints about safety at work are made on behalf of or shared with coworkers, the comments are usually protected speech.

Most important for online conversations and postings, protected employee activity includes engaging in the "mutual aid and protection" of coworkers, regardless of whether a union is involved.

A common form of mutual aid is participating in conversations with colleagues about the employer's working conditions — wages, safety, academic freedom, etc.

While these conversations could take place in person, the NLRB has recognized that today it



The realities of the modern workplace are that you need a computer at work, to connect to your students, colleagues, parents, administrators, you name it. And, the reality is that employers need to respect that you are entitled to privacy when you use these devices for personal purposes, and that such personal use is natural and commonplace.

UC employees the right to organize and form unions, and to otherwise help one another with employment-related issues through "mutual aid and protection." (See Glossary)

Although no law keeps this information entirely private, online comments and discussion are nevertheless sometimes considered "protected activity" under the NLRA, EERA, or the HEERA, depending on fact-specific circumstances.

Under laws enforced by PERB and the NLRB, it is unlawful for an employer to impose or threaten reprisals, or to discriminate against employees who exercise their rights under that law to engage in "protected activity." Employer reprisals or discrimination can be any adverse employment action that an employer takes because of the



is even more common for such discussions to take place online, over email or social networking sites such as Facebook. Moving the conversation online does not lessen the scope of protection, but it certainly makes it easier for an employer to see which employees may be complaining about them. And if the conversation does not fit the fact-specific outline for "protected activity," or if one of numerous exceptions to the rule apply, then discipline or termination may result. However, some communications may be protected by the U.S. Constitution, when, for instance, they address matters of "public concern."

The following two online speech examples illustrate how NLRA and EERA "fact-based" inquiries into online conversations or Facebook postings hinge on minor details, and

can end up with completely different end results.

In one recent NLRB case, an employee posted comments online critical of safety in the workplace. While it would seem that this is protected, the NLRB ruled that it was not. The employee never discussed his safety concerns with his coworkers, and did not share the postings with his co-workers, despite the importance of the issue, so he did not meet the "mutual" prong of the aid and protection test. The employee was terminated.

In another recent case, an employee posted critical remarks on Facebook regarding her manager's fairness towards her and her coworkers that were a "continuation" of a similar conversation she had earlier that day with her coworkers. Another employee "liked" the comment. Both were terminated, but later reinstated, because the conversation was for their mutual aid and protection.

The bottom line: The final test for proving that an employer retaliated or discriminated against an employee for engaging in protected activity such as the "mutual aid and protection" of his or her coworkers can be very fact-specific.

The most prudent course of action is to (1) negotiate contractual protection to limit employer surveillance and (2) assume an employer may find a way to access even "private" online postings. It would also be wise to protect your electronic devices with security measures, starting with a password.



**Robert J. Bezemek**, a 1973 graduate of Boalt Hall at UC Berkeley, worked for the National Labor Relations Board and the California Agricultural Relations Board before he began representing unions in 1976. His Oakland firm is counsel to public sector unions throughout California.

**David Conway**, a 2007 graduate of UC Hastings, is an associate attorney with the Law Offices of Robert J. Bezemek, P.C. He practices labor law, with a special emphasis on public sector matters including employee free speech, retirement health benefits, labor negotiations and employee representation.

# Around CFT



CFT Secretary Treasurer Jeff Freitas speaks at a Sacramento City College rally for Prop. 30.

## Local officers and staff Register now for valuable Leadership Conference

**AT THE ANNUAL** Leadership Conference to be held February 7-8, local union officers and staff will gather in Oakland to discuss ideas and strategies for translating the union's victories at the ballot box into continued gains for our schools, colleges and communities.

With the theme of "Reclaiming California: Celebrating Our Victories & Planning Our Path Forward," the conference will offer a mix of general session speakers, strategic discussions and workshops. Local union presidents elected within the last 18 months can attend the New Presidents Orientation that will provide an introduction to the CFT, its programs and services.

The deadline to register is January 18. >Learn more at [cft.org/Training](http://cft.org/Training).

## Good-bye Judy, hello Mónica

**CFT WELCOMES** Mónica Henestroza as the union's new Legislative Director in the CFT Sacramento office. She brings a wealth of knowledge on



Mónica Henestroza

key issues such as education finance and Proposition 98, with experience in both PreK-12 and higher education.

Henestroza's most recent position was as the Director of Government Relations for the San Diego Unified School District, the second largest district in the state. She chaired a statewide coalition of districts that fought funding cuts, and participated in labor-management coalitions to block budget proposals that would have harmed schools.

A graduate of Stanford University, Henestroza was an activist, first as a student, then as a lobbyist for Public



Judy Michaels

Advocates, a non-profit law firm and advocacy group.

CFT bids a fond farewell to former Legislative Director Judy Michaels, who retired after a career of service to the CFT. Michaels joined the CFT as a community college librarian in the 1970s and experienced the dawn of collective bargaining rights for educators in California.

Michaels saw her local union, the Coast Federation of Educators, Local 1911, gain bargaining rights and prosper through adversity. She served as local union president, secretary of the CFT Community College Council and as a CFT Vice President before joining the staff, where she specialized in lobbying higher education issues for 21 years.

## Mark your Calendar

**Deadline for high school seniors to submit applications** for the Raoul Teilhet Scholarships is **January 10**.

**Standing Committees** of the CFT meet on Saturday, **January 19** at Los Angeles Valley College.

**Deadline to submit constitutional amendments** for CFT Convention is **January 18**.

CFT will host a **Legislative Reception** for members and leaders to meet members of the new California Legislature on **January 28** in the State Capitol Rotunda in the basement.

**Deadline to submit resolutions** for CFT Convention is **February 1**.

**Leadership Conference** for local union presidents, treasurers and staff will be held **February 7-8** at the Marriott City Center in Oakland. Expect to learn a lot about how to run the union.

Community college members, consider attending the **AFT Higher Education Professional Issues Conference** **March 8-10**. Learn more at [aft.org](http://aft.org).

The annual **CFT Convention** is **March 15-17** at the Sheraton Grand Sacramento (See story at left). **Division Councils** will meet Friday evening **March 15**.

The information-packed and fun-filled **AFT Paraprofessionals and School-Related Personnel Conference** will be held **March 21-24** at the Minneapolis Hilton. Learn more at [aft.org](http://aft.org).

CFT provides another opportunity for you to talk with your legislators at **Lobby Days** in the State Capitol on **April 8-9**.

Early childhood and K-12 members, mark your calendars to attend the **EC/K-12 Conference** **May 3** at the Manhattan Beach Marriot.

**NEW! ALL-INCLUSIVE CFT WEEKEND** Standing Committees and **Division Councils** will meet on Saturday, **May 4**. On the following day, Sunday, **May 5**, **State Council** will convene...all at the Manhattan Beach Marriott.

## Be a delegate to CFT Convention

**PLAN NOW** if you want to be a delegate to the CFT Convention to be held March 15-17 at the Sheraton Grand Sacramento. The theme of Convention 2013 is "Building Education that Works: Educators, Students, Community."

The Convention is open to all CFT members, but only elected delegates can vote. It is the Federation's highest body, where delegates shape union policy and positions on issues affecting all members. Delegates will also elect CFT officers at the Convention.

Division Councils will meet Friday night, March 15. There will be workshops on a wide range of topics. Plus

there's time for fun, with receptions and networking.

Delegates must be elected following union legal requirements and federal law. Contact your local union soon if you want to run as a delegate.

>Learn more at [cft.org](http://cft.org).



## Building Education that Works

STUDENTS EDUCATORS COMMUNITY

CONVENTION 2013 ■ MARCH 15-17 ■ SHERATON GRAND SACRAMENTO

Reisert with Julie Harris, colleague and one of three district teachers of the year.



## Martin Reisert named California Teacher of the Year Poway social studies and science educator strives for personal connection with students

**TO MARTIN REISERT**, teaching is about connections — connecting curriculum to real life and personally relating to his students.

The Poway Federation of Teachers member is one of five 2013 California Teachers of the Year. A sixth-grade core social studies and science teacher at Oak Valley Middle School in San Diego County, Reisert says, “If you can make a personal connection with a child, even a short conversation can change the child’s entire outlook on education.”

Reisert knows this from his own experience, since he was a challenging student himself. His desk was usually closest to the teacher’s to keep him from getting into trouble. But his fourth-grade teacher helped turn his life around.

He still remembers how Mr. Ryan’s simple acts of kindness motivated him to do the best he could. Ryan left such a big impact, that Reisert named his first child after him.

Though Reisert was among the slowest students at learning multipli-

Reisert brings curriculum to life with a “hands-on and minds-on” methodology. He travels to the places he teaches about in his ancient civilizations class, bringing back photos, souvenirs, and whatever artifacts he can show to his students. For exam-

he hopes will prevent further cuts in his district.

Both inside and outside the classroom, Reisert builds connections and involves his students in doing good deeds. One project is Tehyathon.com which he founded with Tehya, a



EDUARDO CONTRERAS/LUT SAN DIEGO/ZUMA PRESS

**GARY RAVANI**  
COUNCIL PRESIDENT

### Unions stand for the ultimate equity

**The stealth purpose** of “education reform” is to protect the interests of the 1 percent. Despite glaring disparities in wealth and growing child poverty, in its eye-opening World Wealth Report, Merrill Lynch shows that wealth is greater than it was pre-recession. Unions are one of the few advocates for just and equitable distribution of that wealth.

Attacks on education unions through test score-based evaluation for teachers, elimination of seniority rights, “parent trigger” and other privatization attempts, competitive salary schemes, and “pension reform” are all, at their root, efforts to diminish the capacity of unions to improve the working conditions of their members.

It is because unions demand that the wealthy pay their fair share, fund public services, provide a quality public education for those who want one, build an educated workforce and a civilized society, that “education reform” ultimately seeks the destruction of unions.

cation, he recalls, “Mr. Ryan celebrated my successes as much as those of the fastest students in class. Mr. Ryan made a big deal of my catching a pass when we played football at lunch. He really took a personal interest.”

**“If you can make a personal connection with a child, even a short conversation can change the child’s entire outlook on education.”**

— Martin Reisert, sixth-grade social studies and science teacher, Oak Valley Middle School

Reisert taught professional tennis before he put down roots in Poway, where he has spent his 12-year public school teaching career at Poway Unified. With his wife and son, he lives within a mile of his school. He teaches his neighbors’ children and says, “Once a student is in my class, they’re in it forever. I see students and their parents at the market, the gym, and football games.”

ple, he got permission to bring back small fragments from the pyramids in Egypt. This enabled his students to feel as though they were there, touching the pyramids themselves.

Even with his deep-rooted moti-

vation, Reisert says teaching has become more difficult. “The biggest challenge has been trying to do the best job I can with increasing class size and a decreasing budget.” In growing classes of 40 students, he finds it more difficult to provide hands-on materials and to cover the same curriculum in shorter school years. He is grateful that the voters passed Proposition 30, which

former student who has spina bifida. This nonprofit educates the public and raises funds for spina bifida patients. Reisert finds inspiration in students like Tehya, who despite her own struggles puts the needs of others above her own.

In class, Reisert looks for one area of a student’s success and nurtures that. “It could be video games. I try to show that student that if he or she put the same effort into school as the video game, he or she would have the same success.”

“When we have a struggling student,” Reisert asserts, “we must ask ourselves why they are struggling. Usually it’s because of their home life. When students know you have a personal interest, that you really care, they’ll do whatever they can to work for you.”

— By Mindy Pines, CFT Reporter



TOP: COURTESY S. LOWE/RANCHO BERNARDO PATCH



## Staff play significant role as partners in student success

### From mentor programs to personalized attention, classified foster students of all ages

**THE CFT CLASSIFIED EMPLOYEES CONFERENCE** held October 26-28 featured a panel discussion addressing the theme “Partners in Student Success.” The panelists work with students from preschool age through community college.

For **Esmeralda Grubbs**, success starts when a Local 1475 member takes a preschool boy or girl by the hand and begins to build a foundation for life-long learning. “Studies show that if a child attends any type of early education, the likelihood that they will go on to college increases nearly 100 percent.”

Grubbs works with the Early Childhood Federation, a Los

representative. “More often than not, we live in the neighborhoods where we work. These are our kids and our neighbors’ kids.”

Although the challenges change as children mature, there are always opportunities to foster

contribute to student success.”

Williams, also secretary of the CFT Council of Classified Employees, recently mentored an eighth-grade student one period a day for most of a school year. They worked on homework and reviewed the student’s daily progress report.

“That information is really for the parents, but



Ramon said volunteers alert students about changes in

financial aid and new scholarship opportunities, and answer their questions by email within 24 hours.

“And who do you think most of the volunteers are?” asked Ramon. “Classified employees! There must be at least 25 of us in the program, and word is spreading. Each semester it grows.”

— By Steve Weingarten, CFT Reporter

I also went over it with him so he could learn to monitor himself. I committed to his success, even through high school, and he still calls to update me. If every classified employee connected with one student, that’s all it would take.”

**Diana Ramon** said classified staff at Orange County’s Coastline College are also “committed to helping students one by one, but it’s a different relationship than at the elementary or high school level.”

Apart from tougher academic demands, there are financial barriers and myriad choices the students never had to make in high school. And counseling they could count on before has often been cut for budget reasons, said Ramon, a member of the Coast Federation of Classified Employees and classified representative on the statewide Community College Consultation Council.

In July 2011, the Coast district created Guide U Mentors, in which an unpaid volunteer commits to help one student until she graduates.

success. **Carl Williams**, a senior custodian with Lawndale’s K-8 school district and leader of the Lawndale Federation of Classified Employees, said, “We used to take a back seat to teachers, but now we stand shoulder to shoulder with them. We realize that having a certificate — or not — doesn’t determine how much you can



**Jim Beall**, left, former assemblyman just elected to the Senate and conference guest speaker, wants to stop the “pipeline to prison” by ending substance abuse. He wants to see money spent on redemption rather than imprisonment and “community college is where that redemption begins.” **George Cole**, from the California School Personnel Commissioners Association, advocated for the merit system.

Angeles County local representing preschool workers, from faculty and teaching assistants to custodians and kitchen staff. Challenges can be daunting, especially in low-income communities. In October, for example, a drive-by shooting threatened to create pandemonium at a Head Start program in a Watts housing project.

“It’s a once-in-a-blue-moon happening,” Grubbs said, “but the faculty and staff all knew what to do. Everyone went into lockdown mode. Everyone had a role in making sure the kids were safe.” Later, she added, Local 1475 members addressed ways to improve security in bargaining with management and with city officials.

“Classified employees have a vested interest in our students’ success,” said Grubbs, who is an AFT National Rep-

**VELMA BUTLER**  
COUNCIL PRESIDENT

### Unions rock the election

#### The victorious General Election

was due to people power, community action, and the enormous GOTV effort by unions. Many Californians stepped up to tell the big corporations that no matter how much you flood the California election with money, we can’t be bought.

Strong and viable unions play a necessary and important role by helping to elect legislators who stand for workers’ rights, healthcare, and collective bargaining.

For those who are unaware, unions have brought the eight-hour work day, mandatory lunch and breaks, healthcare, pensions, and job security to many workers, union and non-union.

We will not accept a political system in which money, rather than ideas, principles and people, are the bottom line.



PHOTOS BY SHARON BEALS AND JANE HUNDERTMARK

# Community College



## New state chancellor shares his vision for the future Brice Harris speaks to Prop. 30, accreditation, Student Success Task Force

**BRICE HARRIS**, formerly chancellor of the Sacramento-area Los Rios Community College District, was recently appointed chancellor of the California community colleges. Below, Harris responds to questions posed by *California Teacher*.

**Q How were you able to achieve the positive relationship with the Los Rios College Federation of Teachers and other unions in the district?**

**A** Perhaps the greatest driver for positive labor-management relations is a high degree of trust. In Los Rios there has been that high level of trust for many years thanks to enlightened leadership on both sides and a supportive Board of Trustees. We argued about issues and not personalities. We strictly

followed the agreements from both sides and the result was a great deal of stability and no layoffs even during the extremely difficult last few years.

**Q How many California students are being denied access right now in the community colleges and why?**

**A** Enrollment throughout the system has decreased by an estimated 485,000 students, or 17 percent, over the past four years. Total enrollment in 2011-12 dropped to 2.4 million, and many colleges report that their enrollment may drop even further this academic year. Above this decline is the increase in demand that would have occurred naturally over the past four years if our system had been properly funded. This rationing of education occurred because state funding to community colleges has been cut by \$809 million since onset of the Great Recession.

**Q How can Prop. 30 funds help alleviate this situation?**

**A** Under Prop. 30, community colleges will receive \$210 million in additional funds for this academic year. Most of that money will be used to make good on the state's deferred funding commitments, which will help colleges' cash flow challenges in the future. Prop. 30 will allow colleges to serve an additional 20,000 students this year. While that's only a modest uptick compared to the dramatic enrollment declines recently, it's a far better scenario than if Prop. 30 had failed and we would have been forced to cut an additional \$338 million out of college budgets in January.

**Q Can we build on CFT's recent success securing \$50 million in growth funds to restore access lost through workload reductions?**

**A** We should resist referring to this modest increase in funding as

# Q&A

with  
Chancellor Brice Harris



AP PHOTO / RICH PEDRONCELLI

**A** The increasing number of our colleges that have been placed on sanction is of concern to all of us, and there is no easy or one-size-fits-all solution to the problem. Regional accreditation is a peer review process. Our colleges that voluntarily participate in this process make up the Commission. We determine the standards and we review ourselves.

The majority of sanctions that have been issued in recent years have been due to problems with finance, governance, planning and student learning outcomes. However, I have reactivated the Accreditation Task Force so that concerns expressed by faculty and administrative leaders about how the Commission does its work can be discussed further with Commission leadership. Our challenge is to understand the work of the Commission more fully and to have the Commission better understand our concerns about the way in which accreditation is conducted.

**Q What is your view about the report and subsequent policy recommendations from the Student Success Task Force?**

**A** I was a member of the Student Success Task Force and support its recommendations. The Chancellor's Office and individual colleges have made good progress in implementing many of the recommendations, and we must continue that important work.

Student success hasn't been a foreign concept to faculty and colleges, which have long been motivated to improve student outcomes. The aim of the recommendations is to take many practices that have succeeded locally and bring them to scale so that all of our students can benefit. The goals of the Student Success Task Force should be balanced against the need to restore access to our colleges because the two go hand in hand.

“growth.” When compared with a loss of nearly 500,000 students, the addition of 20,000 students is just the beginning of restored access. The most convincing case for reinvestment in higher education is the avalanche of studies concluding that California's economy needs more college-educated workers if it is to compete globally.

**Q What is your view on student fees and how should the community colleges handle fees?**

**A** Our best defense against erratic fee increases is a predictable fee policy that indexes student fees to cost-of-living increases. This modest and predictable approach was one of the cornerstones of our unsuccessful Proposition 92, and I still believe it would be a sound policy.

**Q Do you share faculty concerns about reducing the number and severity of accreditation sanctions in California community colleges compared to other states?**

CARL FRIEDLANDER  
COUNCIL PRESIDENT

### Faculty voice needed in CalSTRS planning

The Legislature has asked CalSTRS to work with stakeholders to develop three alternative plans to address the long-term funding needs of the defined benefit program and submit these plans to the Legislature by February 15. CalSTRS funding will be an important agenda item during the coming two-year legislative session.

Contribution increases will be a central component of the solution. The magnitude of the increases, the way they are phased in, and the distribution of the increases among employers, current and future employees, and the state will be thoroughly discussed.

K-12 and community college faculty need to participate actively in these discussions. While significant progress toward addressing the funding needs must be made to secure the defined benefit for future generations of California's K-14 teachers, there are better and worse ways to achieve that goal. Our voices must help ensure that sensible solutions win the day.





## Can online instruction solve the university's fiscal problems? Analysis compares cost of undergraduate learning to cost of online development

FOR THE LAST 10 YEARS, UC-AFT has been fighting a battle with the University of California over budget transparency. One of our main concerns has been how much it actually costs to educate each individual undergraduate student and how much funding does each student generate in state and tuition dollars.

So far the Office of the President has refused to make these calculations because it does not think teaching should be separated from research and administration. Even though a new funding model does try to account for the different cost structures related to undergraduate, graduate and professional education, the university still insists that it would be too costly and time-consuming to determine the cost of educating different types of students accurately.

However, the push for online education should motivate the Office of the President to change its strategy because the Regents, President Yudof and Gov. Brown believe that distance education can solve the university's fiscal problems. This effort is misguided because the highly impacted, lower-division courses that UC wants to move online may be the only program

“...the highly impacted, lower-division courses that UC wants to move online may be the only program that actually generates a profit for the university.”

that actually generates a profit for the university.

Employing a practical analysis, I calculated the average, yearly direct instructional cost for a typical lower-division undergraduate student. By examining first- and second-year student transcripts at UCLA, I found that students in their first two years tend to take eight large courses (averaging 200 students) and two small classes (averaging 25 students) each year. Lecturers teach half of these courses.

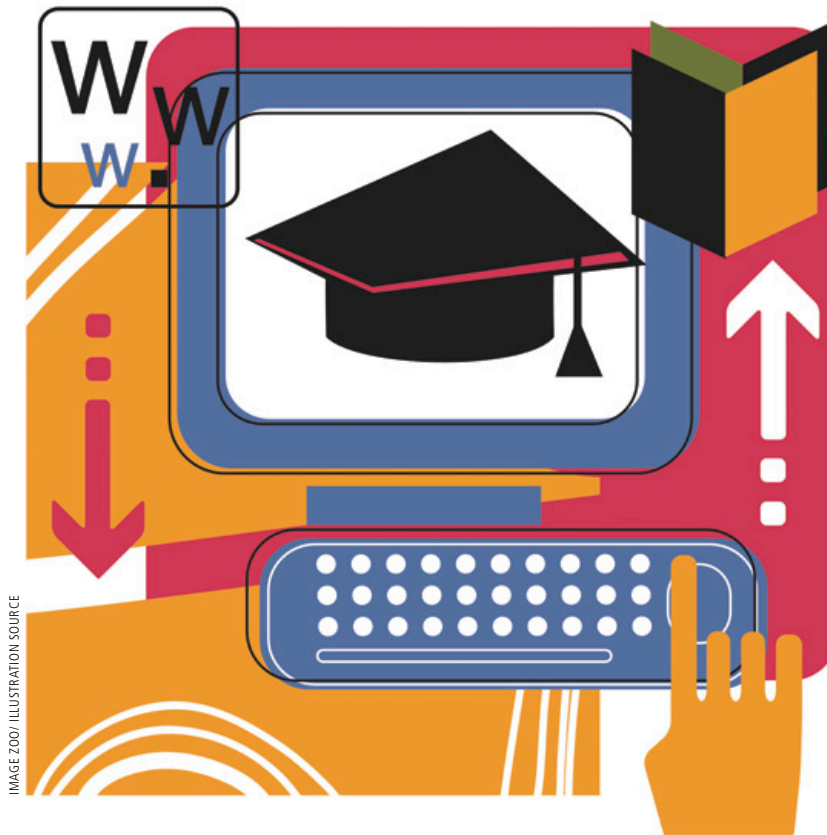


IMAGE ZOO/ ILLUSTRATION SOURCE

Since the average full-time lecturer salary is currently \$60,000, and the lecturer's full load is eight courses, each of the courses costs \$7,500. If a lower-division student takes four large lecture classes (averaging 200 stu-

dents) taught by a lecturer, the cost per student for each course is \$37.50.

If a senate faculty member, with a full load of four courses per year and a salary of \$100,000, teaches that same lecture class, the cost for each class is \$125 per student.

If we repeat this calculation for small classes of 25 students, the cost for a course taught by a lecturer is \$300 and the cost for a course taught by a senate faculty member is \$1,000.

These calculations show that the

total direct instructional cost per year is \$1,950 per student. If we add 20 percent for faculty benefits, the annual instructional cost is \$2,340.

At the same time, UC argues that it spends more than \$16,000 on each student, with \$6,000 coming from the state, \$8,000 coming from tuition (after accounting for financial aid), and \$2,000 from other university sources. Yet only 15 percent of this amount goes to direct instructional costs for faculty salaries and benefits.

One could argue with this methodology, but what should be absolutely clear is that it is virtually impossible for the online program to deliver education for less money. While the Regents and the governor bemoan the fact that universities have failed to follow other “industries” by reducing costs through technology, what they do not see is that costs have been reduced by the use of non-tenured

faculty and large lecture classes.

However, the Office of the President does not want to make this argument because its entire budgetary structure is based on half-truths and abstract calculations. Making matters worse is the fact that UC has already spent a lot of money on the online pilot program.

“While the Regents and the governor bemoan the fact that universities have failed to follow other “industries” by reducing costs through technology, what they do not see is that costs have been reduced by the use of non-tenured faculty and large lecture classes.”

According to an article from the Chronicle of Higher Education: “UC Online spent \$4.6 million on developing the project in the 2011-12 academic year, and expects to spend about \$7 million this year in additional development and marketing efforts,” said Shelly Meron, a University of California spokeswoman.

An 18-month contract with the course-management software company Blackboard took up a significant portion of that spending — \$4.3 million. According to my calculations, if UC used its \$7 million on undergraduate courses, it could educate an additional 3,500 students.

— By Bob Samuels

Bob Samuels is a writing instructor at UCLA and president of UC-AFT. Read Samuel's blog at [changinguniversities.blogspot.com](http://changinguniversities.blogspot.com).



TOP: SHARON BEALS



STEVE WEINGARTEN

## LOCAL 1521A

**'Tis the season...to strike!** On Black Friday, CFT members joined Walmart strikers in a historic daylong walkout that shook the world's largest retailer just as the holiday shopping season was beginning. Seen picketing in front of the store in Paramount, wearing blue t-shirts, are CFT Council of Classified Employees President Velma Butler — also president of the AFT College Staff Guild in Los Angeles — her grandson Isaiah and husband Calvin Louissaint.

## LOCAL 1021

### Prop. 30 restores paychecks...

Students in Los Angeles Unified will benefit from a full school year — and employees from their full annual pay, the first time employees have received a full paycheck since 2008.

A week after voters passed Proposition 30, the School Board approved cancellation of all 10 furlough days for 2012-13 and restoration of the full school year, as required by the terms of a jobs restoration and furlough agreement reached in June.

“That furlough agreement was a tough pill for all of us to swallow,”

says Warren Fletcher, president of United Teachers Los Angeles. “But our members took a risk on behalf of our students and voted for it. Now that decision is paying off.

“This outcome is not luck or district largesse,” Fletcher says. “Our members said ‘yes’ to the jobs agreement. Then our members fought tooth and nail to get Prop. 30 passed.”

Fletcher warns, however, that the fight is not done. With Prop. 30 sending significant new funding to districts, UTLA is working to ensure the money is used where the voters intended: in the schools.

## Remembering co-founder of Pride@Work

**HOWARD WALLACE**, who died November 14 at 76, was instrumental in bringing LGBTQ workers into the labor movement — and in bringing labor support to LGBTQ causes. Wallace was particularly known for advancing the

Coors Boycott and opposing the Briggs Initiative, a 1978 ballot measure designed to ban gays and lesbians from working in California public schools. Voters rejected the measure with 58 percent of the vote.

Also in the 1970s, Coors was accused of anti-gay and lesbian practices. As the first openly gay Teamster truck driver, Wallace helped launch a boycott against Coors, which received national labor support in 1977 when 1,500 workers walked off their jobs. The LGBTQ community and AFL-CIO unions organized tirelessly. After a 10-year struggle, the effort was finally won.

Later Wallace co-founded Pride@Work, the national group for LGBTQ communities and allies. Pride@Work was officially recognized as a formal constituency group affiliated with the AFL-CIO in 1997.



PAT ROCCO/COURTESY ONE NATIONAL GAY & LESBIAN ARCHIVES

## Rank & Files

**CFT CONGRATULATES** members who were elected or reelected to public office on November 6. If we missed you or your colleague, please let us know!  
> Email [jhundertmark@cft.org](mailto:jhundertmark@cft.org).

**Rick Cassar**, a counselor and instructor of Psychology and Personal Growth at Miramar College in San Diego and member of the AFT Guild, Local 1931, was elected to the Cardiff School District Board. Cassar is the founder of Freshman Success, a group of counselors dedicated to helping current and future college freshman succeed.

**Judy Chu**, a professor with a long record of holding public office and member of the Los Angeles College Faculty Guild, Local 1521, was reelected to U.S. House of Representatives in the 27th district, which represents the San Gabriel Valley, an office she has held since 2009.

**Paul Fong**, a professor and member of the San Jose/Evergreen Faculty Association, Local 9157, was reelected to the California Assembly. Fong has carried CFT-sponsored bills on community college issues and was named CFT Legislator of the Year for 2012.

**Marne Foster**, assistant accreditation leader for the continuing education program that serves nearly 80,000 students in the San Diego Community College District and member of the AFT Guild, Local 1931, was elected to the San Diego Unified School District Board with a whopping 70 percent of the vote. Foster, an education advocate with four children who attended public schools and said the board “needs a mom.”

**Cristina Garcia**, a part-time math instructor at Los Angeles Community College, and member of the Los Angeles College Faculty Guild, Local 1521, was elected to the 58th Assembly District. Garcia garnered votes from her activist work as spokeswoman for BASTA, the Bell Association to Stop the Abuse, a community group that formed after the administrator salary scandal broke in Bell.

**George Gastil**, an adjunct instructor of history at Grossmont College in El Cajon and member of the AFT Guild, Local 1931, was reelected to the Lemon Grove City Council. In addition to a long history of civic duty, Gastil recently collaborated with a colleague to complete a supplemental reader on California history for use in Early American History courses.

**Jimmy Gomez**, adjunct faculty and mentor with the Puente Mentorship Program at Los Angeles Trade Tech, and member of the AFT College Faculty Guild, Local 1521, won his bid for state Assembly in the new 51st district representing northeast Los Angeles.

**Steve Hall**, a math instructor at Oxnard College and president of the Ventura County Federation of College Teachers, Local 1828, was elected to the school board of the Oxnard Union High School District. Hall wants to work on improving district graduation rates, upgrading facilities and constructing two new schools. Hall received the support of the Oxnard Federation, his AFT teacher and classified colleagues in the district.

**Gregg Robinson**, sociology professor at Grossmont College in El Cajon and member of the AFT Guild, Local 1931, was elected to the San Diego County Board of Education, defeating a long-term incumbent by a 10 percent margin. In his new position, Robinson wants to tackle inequality and ensure access to education in the county's 42 school districts now dealing with reductions in services as the result of budget cuts.

**Bill Stewart**, a philosophy professor at San Diego City College and member of the AFT Guild, Local 1931, was elected to a vacant trustee seat of Southwestern Community College in Chula Vista with 60 percent of the vote. He and his wife lead an interdisciplinary social action program which allows art students at San Diego City College and UCSD to interact with recovering abusers and create art based on their experiences as a means to break social stigma.