



UNITY—THE WAY FORWARD

"A house divided against itself cannot stand," said Abraham Lincoln, and at Allan Hancock College the house of labor is looking for ways to unite and work together. In a series of meetings that began last year, the leaders from CSEA, Part-Time Faculty Association, and Full-Time have met and talked about ways to work towards our common interests. Recognizing that we have much more in common than we have separating us, and that by working with one another and supporting one another we can make things better for all our groups, we intend to put an end to a house divided by presenting a unified front in our dealings with the administration.



Rebecca Andres (CSEA), Mark Miller (PFA) and Christine Reed (FT) meet to discuss mutual interests.

Why We Fight

By Susan Case

In November, union members chose their leadership for the next three years, and the new executive board is ready to continue the fight for our members' rights. We fight because no one else will stand up for our colleagues. We fight because if we don't nothing will ever change for part-time faculty at Hancock College. No one will listen to teachers' problems.

We fight for paid office hours and an office space to replace the inside of an instructor's truck. We negotiate contracts and file grievances when agreements are broken. When a colleague is told that she should never expect any job security, we stand up. When an insulting comment

is made about our teachers at the Academic Senate we have a representative there, and we respond. We won the fight to be represented on committees whose members make policies that affect our colleagues. We fight because we are told that we must prepare for, teach, and evaluate students with the same number of hours and expertise as our full time colleagues, but will only be compensated at 50% of their salaries. We have negotiated the beginning of job security status at our school but this is contingent on evaluations conducted by full time instructors of which a sizable portion refuse to participate. We fight because we are told

again and again to be patient. They need more time. There are technical difficulties. There is no money. Classes must be canceled.

Part-time teachers lose their jobs and students fall behind, but the representative of the Faculty Association tells the AHC Board of Trustees that he's pleased that there have been no layoffs in this lean season. We fight because the Board of Trustees increases overtime for full timers at our expense. We protest when we get pushed down the line for teaching positions during summer sessions. Many part-time instructors who speak out against these

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ESL instructor



Moving forward in 2012

MARK JAMES MILLER, PFA President

Negotiations 2012

As always, we have been busy. No sooner did we wrap up negotiations last year than it was time to start thinking about the next round of bargaining. This year only four articles of the collective bargaining agreement are up for discussion: Compensation (which is automatic), workload, evaluations and the grievance process. Bargaining starts February 2 and we will keep our bargaining unit members updated as it progresses.

New Executive Board

We have two new Executive Board members, George Torbert and Martin Fairies, both from the ESL Department. Martin has been at Hancock College since 2007. He brings an interesting and varied background with him, including linguistics, Spanish, religious studies and history. (see the **Focus On** column on the back page for information regarding George).

One thing cannot be repeated often enough: Union work is protected by law. Retaliation for union work is illegal. If you are afraid of getting involved with the Association because you think you may be retaliated against, put that fear aside.

We also have two places on the board unfilled. Last year we lost long-time members Joan Mahony and Dorran Nadeau, and this year has seen the retirement of Roberto Armstrong and Noel Warffuel. They will be missed, and that leaves us with two places on the board that need to be filled. If you or anyone you know might be interested in serving on the PFA Executive Board, contact us.

Feature Articles

"Why We Fight," by Susan Case (see cover) explains why we feel it's so important to continue in our struggle. As Susan's article makes clear, we take several steps forward but often have to take two backward. We have come a long way but have a long way to go.

The **Focus On** column (see back page) continues to highlight members who are exceptional at helping students. As teachers, our *raison d'être* is being of service to students, and in this article about our new board member George Torbert, you will read about a great example of a teacher making a difference in students' lives. Since this is a continuing column, it is important to state: If you know of any stories like this one, contact our office at ahcpfa@verizon.net, or call 805-352-0145. These are stories that need to be told.

Why is this important? Because as you probably know, teachers, to quote the late comedian Rodney Dangerfield, are not getting much respect these days. From kindergarten to graduate school, teachers are being attacked from all sides in the public discourse. It is important to remind ourselves and the public of the vital role we play in our students' lives.

Legal Victory

With the help of attorneys from CFT, all part-time faculty in California won an important court decision on January 12, 2012.

Back in 1989 an appellate court ruled that part-time community college instructors do not have "reasonable assurance" of employment and therefore are eligible for unemployment benefits during summer and intersessions, even if they have been offered a class or classes in the upcoming semester. Unfortunately, many of the administrative law judges working for the Employment Development Department seem to be unaware of this decision, and often part-time instructors who apply for unemployment are denied the first time they apply. We have heard this

often over the years and have always counseled people to appeal if they are denied and to cite the "Cervisi" decision. As far as I know, this has always been successful.

However, last year a judge ruled that a part-time instructor at another community college was ineligible for unemployment benefits because she had been offered a class for the Fall 2011 semester. The instructor appealed, and in the January 2012 decision the California Unemployment Insurance Appeals Board overruled this judge and reaffirmed the principle

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The Voice

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Victory

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of the Cervisi case. If you are ever denied unemployment benefits, be sure to appeal and cite these two decisions.

Fear Factor

Is there a fear factor at Allan Hancock College? As representatives of the part-time faculty, we often hear comments like, "I'd like to get involved with the Association, but I'm afraid. I don't want to offend my dean or my department chair. If I lose this job, I could find myself out in the street. I live paycheck to paycheck."

The fear factor among part-time faculty at Hancock is real. In these insecure times, in a profession that has insecurity built into it, fear is going to exist. In the past we often heard from people whose classes were cut or reduced or who weren't rehired. "Did I upset someone? Did I make someone in a position of power angry without meaning to? Is that why I lost the class? Is that why I didn't get rehired?" It is because of this that we have fought so hard over the years for transparency and accountability in the hiring and scheduling process. One thing cannot be repeated often enough: Union work is protected by law. Retaliation for union work is illegal. If you are afraid of getting involved with the Association because you think you may be retaliated against, put that fear aside.

Pay Raise Now?

In case you missed it, near the end of last year the Board of Trustees, stating that the college's budget is now "stable," approved a 2.1% increase in pay, retroactive to last July, for AHC President Ortiz. It will be interesting to see if the district still says that when negotiations begin and compensation for part-time instructors is discussed.

All Staff Day

In another first, the Part-Time Faculty Association will be taking part in "All Staff Day" (or will have, by the time this is published) on January 20. This is significant because we have never taken part in All Staff Day before.



FOR HIGH SCHOOL STUDENTS and CONTINUING COLLEGE STUDENTS

About the scholarship program
The scholarships were established in honor of former CFT President Raoul Teilhet, the charismatic leader of the union during the 1970s when California education employees won collective bargaining.

About the scholarship awards
Scholarships of \$3000 are awarded to students entering or attending a four-year university; \$1000 scholarships are awarded to students entering or attending a two-year school. The awards are based on academic achievement, financial need, special talents and skills, participation in extra-curricular activities, and a 500-word essay on a social issue about which the applicant feels strongly.

Who is eligible to apply
Scholarships are available to graduating high school seniors and continuing college students who are children or dependents of CFT members in good standing, or children of deceased CFT members. High school seniors who received a Raoul Teilhet Scholarship are not eligible to apply for a continuing college scholarship.

How to obtain an application
To download a scholarship application, go to www.cft.org and click on Scholarships. To obtain a photocopy of the application, contact your local union. To have an application mailed to you, phone the CFT Costa Mesa Field Office.

HIGH SCHOOL APPLICATIONS MUST BE POSTMARKED BY **JANUARY 10, 2012**
COLLEGE APPLICATIONS MUST BE POSTMARKED BY **JULY 1, 2012**

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Reluctant Goodbye

We must reluctantly say goodbye to two longtime friends, Roberto Armstrong and Noel Warffuel, who are both leaving the Executive Board. Both have been active for years and have made wonderful contributions to our Association. Roberto will continue to play a role (while no longer being on the Board), for which we are grateful.

We Need You

Finally, we need to say once more that "We Need You." We have two positions open on our Executive Board. We can use help with material for our newsletter. We need people to serve on committees, both in Shared Governance and in committees for our Association.

We, as a bargaining unit, are a talented group. Everyone has a unique skill, a special talent that they can put to use in an important cause. Here is your chance to make a difference in a worthy cause!

New Members

- Craig Rabinowitz
- Darla Anderson
- Why Not You?



He that teaches us anything which we knew not before is undoubtedly to be revered as a master.
~Samuel Johnson

Focus On: George Torbert—Making a difference

BY MARK MILLER

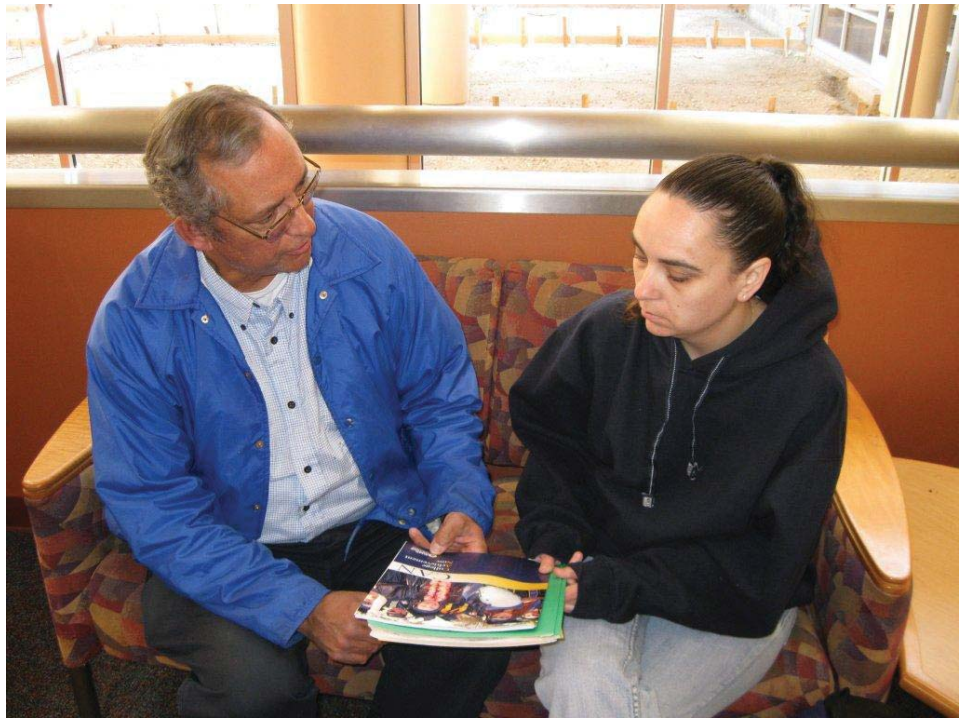
PFA member, new Executive Board member and Hancock ESL instructor Dr. George Torbert believes teachers should make a difference in their students' lives in and out of the classroom. That is why he is doing his utmost to alert his students to CAN (College Achievement Now), a government program aimed at helping students complete their education.

"Programs such as CAN and scholarships are extremely important for today's students," says George. "The slump in the economy, plus an unemployment rate of almost 10%, have put a serious dent in the future for our young adults." The CAN program serves those who are first generation students, are facing financial challenges, or have special needs. The program serves the dual purpose of increasing college success and graduation rates, and helping students from two year colleges transfer to four year universities. "The preparation for college and a future career is more difficult and financially much more challenging than ever before," George goes on to say.

George is a man of many talents and enormous energy. He spent 27 years in the U.S. military (3 years on active duty in the Air Force, 24 years in the Army Reserve) and taught in the Santa Maria-Bonita School District for 24 years as well,

The preparation for college and a future career is more difficult and financially much more challenging than ever before.

retiring in June 2011. He has been teaching ESL at Allan Hancock College since 2005, and is active with the Part-Time Faculty Association, recently becoming a member of our Executive Board as well as representing us on the Technology Advisory Council. As if that wasn't enough, he also works part-time in the commissary at Vandenberg Air Force Base. George lives in Orcutt with his wife of 28 years, Arlene. They have a daughter, Lynn, who just completed her Master's Degree in Organizational Leadership and was a recipient of a Raoul Teilhet Scholarship from the California Federation of Teachers.



PFA's George Torbert assists student Malinda Mora with her CAN scholarship application.

As a veteran, George has a special interest in helping vets with their education. "The military offers great educational benefits and training and I am willing to discuss those benefits with any veteran or anyone interested," George says.

George also believes in the importance of ESL programs. "Our non-credit

Fight

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injustices risk losing their job. But those who have stepped forward are the heroes who enable us to fight harder.

Time magazine's choice for the 2011 Person of the Year is The Protester. We know why the person's face is partially concealed. It is to protect them from the consequences of standing up and fighting. Whether people are fighting for justice in Egypt's Tahrir Square or protesting at our local Board of Trustees meeting against raising the President's salary while increasing student fees, these protesters show the rest of us where we must go.

Contract negotiations begin next month. Will you be one of the individuals who stand up and speak out? Without your courage the members of the Board of Trustees will continue to write policies that hurt our part-time teachers and make the often quoted mission of serving students a mockery.

Students and teachers go together. They are the heart and soul of our school.

English as a Second Language Program is a great benefit to those whose primary language is not English. Besides having no tuition and excellent teaching materials and instructors, our classes should be used to the maximum potential, especially in a city that has a large Hispanic population like Santa Maria."

For more information on the CAN program, contact Cece Teniente in W-22 at ext. 3434.

A teacher affects eternity; he can never tell where his influence stops.
~Henry Adams