

The Voice

Part-Time Faculty Association of Allan Hancock College • Parity & Fairness Through Advocacy



YOU ARE THE UNION

You've heard us say it before: You are the union. But, what does that mean? Simply put, while the PFA Governing Board runs the day-to-day operations of the union, it can only do so with input from its members. There are just too many situations occurring at AHC for the board to be aware of them

without this input. Unlike a corporation, where the power usually comes from a few people at the top, a union's power stems from its many members at the top, funneling information and ideas to the board. This is where you come in—you become the eyes and ears for all members and the board. Your participation, and that of all members, is essential to maintain the strength of the union—collective action creates a synergistic relationship where more is achieved together than with the board and individuals acting independently.

Not only is your participation important from a collective bargaining standpoint, but like a court

jury, the collective wisdom of the many is superior to that of the few. We need your input to make informed and well-reasoned decisions.

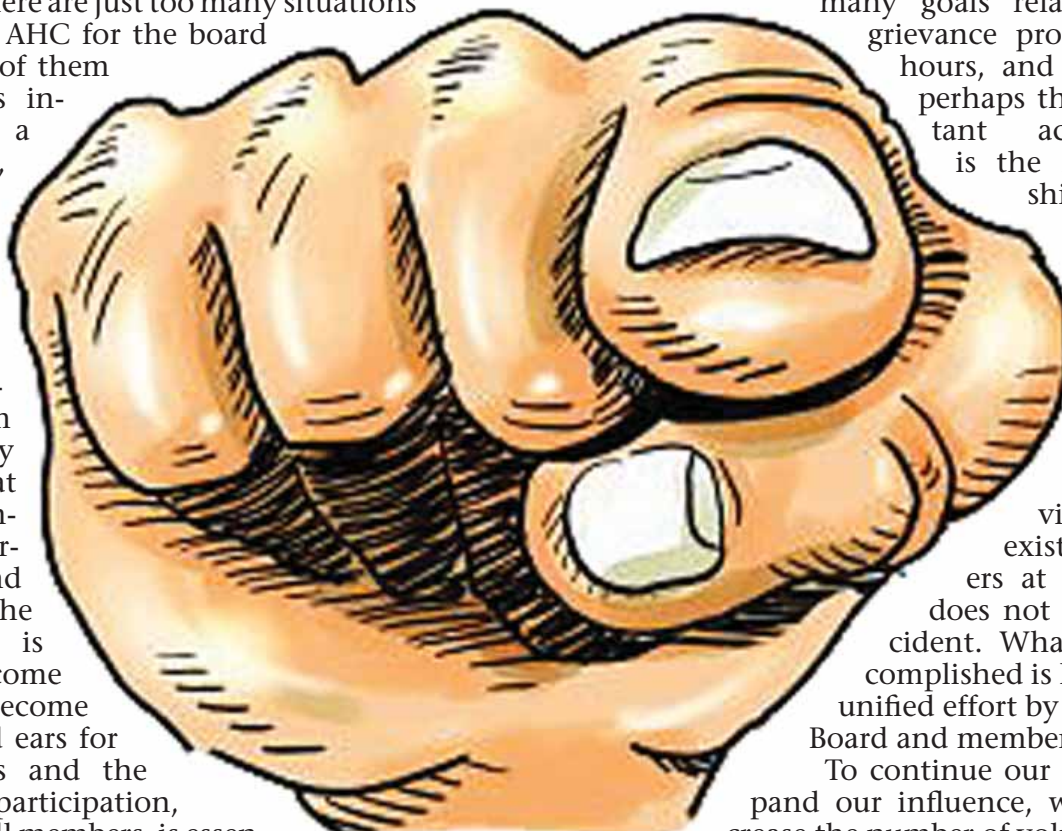
Since its inception, the PFA has accomplished many goals related to salary, grievance procedures, office hours, and so forth. But, perhaps the most important accomplishment

is the PFA's relationship with AHC—it has never been better.

Through negotiations, communications and mutual respect, an improved environment now exists for part-timers at AHC. Progress does not happen by accident. What we have accomplished is largely due to a unified effort by the Governing Board and members like you.

To continue our efforts and expand our influence, we need to increase the number of volunteers. You've done the first part by becoming a member of the PFA. If you haven't been active in the governance of your future at AHC, now's the time for the next step—get more involved. We're in this together.

— DORRAN NADEAU



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Mark Rosenthal,
Automotive Technology instructor



Bargaining begins in earnest

MARK JAMES MILLER, PFA President

2008-2009 Bargaining begins

On September 9 this year's round of off-year contract negotiations began. As those of you who have read *The Voice* in the past are aware, our entire collective bargaining agreement is renegotiated every three years. In the years when the entire agreement is not up for negotiation, we have our off-year meetings. By mutual agreement, compensation is automatically bargained each time we meet, and each side is allowed to choose another article from the contract to

ing place under the process of Interest-Based Bargaining, and both sides are confident that they will be productive and mutually beneficial.

Negotiations are scheduled through December.

Orientation a success

For the first time the Part-Time Faculty Association was invited to be on the agenda at the new part-time faculty orientation meeting. We are grateful to Associate Superintendent Anna Davies

for extending the invitation and this opportunity to address our colleagues. On August 21, the Executive Board attended while I gave a speech on the present state of the Association. The PFA believes that this is a continuation of our improved relationship with the administra-

tion, which is now excellent. We look forward to more mutual endeavors.

Free food

The PFA fall membership meeting will be at the Olive Garden (corner of Bradley and Stowell) on Oct. 16 from 4-6 PM. Please join us and meet with your

negotiate. The Part-Time Faculty Association chose Workload (Article 12); the district chose Evaluations (Article 13); and by mutual agreement, Office Hours (Article 14) is being negotiated.

The PFA is represented in this year's negotiations by the same team as in the past: CFT Area Representative Mike

The 2008-2009 collective bargaining agreement articles being negotiated are Compensation, Workload, Evaluations, and Office Hours.

Terman, and PFA board members Gary Aston, Susan Case, Mark Miller and Dorran Nadeau. This time the district is represented by Associate Superintendent Anna Davies and Human Resources Director Lisa Hughes. Again the proceedings are moderated by Joanne Bodine of the Bodine Group. As they were last year, the negotiations are tak-

ing place under the process of Interest-Based Bargaining, and both sides are confident that they will be productive and mutually beneficial. Negotiations are scheduled through December. For the first time the Part-Time Faculty Association was invited to be on the agenda at the new part-time faculty orientation meeting. We are grateful to Associate Superintendent Anna Davies for extending the invitation and this opportunity to address our colleagues. On August 21, the Executive Board attended while I gave a speech on the present state of the Association. The PFA believes that this is a continuation of our improved relationship with the administration, which is now excellent. We look forward to more mutual endeavors.

AFT Higher Education Program

From September 17-19, 2008, I attended my first American Federation of Teachers Higher Education Program and Policy Council meeting. The meetings took place at the National Labor College in Silver Spring, Maryland. As a newly elected member of the Council, the most enjoyable time I spent was meeting and interacting with fellow union members from all over the country—New York, New Jersey, Florida, Michigan, New Mexico, Washington and more. This is a powerful reminder that we are an organization of 1.4 million people. While it's easy to forget as

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The Voice

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Membership in the Association is not automatic!

Yes, we're going to say it again. At the risk of becoming obnoxious, we want to remind everyone that you must fill out an application to be a full member of the Part-Time Faculty Association. It is not automatic. Some of the benefits of belonging are:

- The right to union representation if there is a dispute with the administration
- The right to vote in union elections
- The right to ratify each new contract and yearly contract amendments
- \$12,000 no cost life insurance during the first year
- Disability income
- Universal life insurance
- Auto insurance
- Free and low-cost legal service
- Low interest credit cards
- Credit counseling
- Education loans
- Student loan consolidation
- Travel discounts

As your collective bargaining representative, we strongly urge you to join the PFA. The benefits of union membership go beyond those listed above. Most importantly, your membership in the union will result in greater bargaining strength in negotiations to provide you with better wages, benefits, and working conditions.



You, with other PFA members, govern your relationship with Allan Hancock College. There are, however, two types of members: those with full rights and those without full rights (service fee members). Those with full rights can vote on union business, including elections and ratification of contracts. Rather than sit idly by, they have an active say in what goes on at AHC.

Fact: Both types of members pay the same dues because both enjoy the benefits gained by having a collective

bargaining unit represent them. It's simple, you pay the same whether you have full rights or not. The only difference is having a voice in your future by taking five minutes to fill out an application. Contact the PFA office and we can bring an application to you, or send you one. If you aren't sure if you are a full member, check with our office by calling at 805-352-0145, or e-mail us at ahcpfa@verizon.net. Take control of your future and join today.

— DORRAN NADEAU

Higher Ed

Continued from page 2

we do our day-to-day union work, it is important to remember that we are part of a much larger whole that is working everyday to improve our lives.

I had been appointed to the or-

Jersey, New York and Washington state. The AFT has also begun organizing part-time faculty at private colleges and universities such as Syracuse, in Utica, New York.

The AFT is making a huge effort in the forthcoming presidential election,

Organizing part-time instructors is a priority for the AFT. Over the past year alone AFT has organized part-time instructors in Illinois, Maryland, New Jersey, New York and Washington state.

ganizing subcommittee, and learned that organizing part-time instructors is a priority for the AFT. Over the past year alone AFT has organized part-time instructors in Illinois, Maryland, New

launching the biggest mobilization effort within the AFL-CIO. 300 full-time AFT staffers are at work, focusing on key states such as Ohio, Michigan, and Pennsylvania. It was important to learn

that in the 2004 election union members and their families made up 26% of the electorate, making organized labor a formidable force nationally. (For more information, go to www.aft.org/campaign08)

The highlight of the entire experience was a sing-along on the second evening. Members from Washington DC led the rest of us in singing union and labor songs. Everyone singing together created a wonderful sense of solidarity and empowerment. This reminded me of why, in the past, movements like ours have engaged in singing as a way to give all those involved a sense of belonging, of being a part of something larger than ourselves.

Focus On: Mark Rosenthal—Passion for excellence

BY SUSAN CASE

If you're looking for passion in a teacher go and spend time with Mark Rosenthal who has taught in AHC's automotive technology program for the last 14 years. "My job is to excite students about working on cars," says Mark, and judging by enrollments and positive comments by his fellow teachers, he is a solid success.

Born and raised in Rhode Island and southern New England, Mark completed his undergraduate work at Boston University and the University of Rhode Island. After his arrival in California, he earned his MA and Lifetime junior college credential, taught high school and began a lifelong occupation of repair and restoration of classic cars, boats, and high-end acoustic guitars. When conversing with Mark you learn how important ambition, quality, and pride in workmanship is to this man whose restoration projects required 14 garages in the Long Beach area.

He came to SLO with his wife Marilyn on vacation in 1991. She was offered a job in San Luis Obispo, and they've been on the Central Coast since then. Mark has seen many changes at AHC. "The classes have become more diverse. We've always had women in the program but now they want to get into the industry and they

Students, cars and acoustic guitars – all wrapped up in one inspiring teacher – Mark Rosenthal.

do well when they come here to Hancock."

In addition to teaching, Mark participates in the Independent Auto Professional Association, which helps support the local high school and community college programs reaching from San Luis Obispo to Santa Barbara Counties.

Mark has high standards for his work and for how people should treat one another. That's



Mark Rosenthal (blue coat), Automotive Technology instructor, with students.

why he was one of the first part-timers who got involved in creating a charter for what became AHC's Part-Time Faculty Association. "Part-tim-

ers should be given a lot more credit for keeping AHC afloat. There is little recognition or public acclaim for what they do." Mark appreciates the changes brought about by the new people coming to our college, but he still looks forward to the time when respect for part-time teachers will be campus wide.

As a seasoned teacher, Mark remarks on

some of the changes in his field. "To work on a car today, you need more education. It's gone from a procedure, to a science." Of the many benefits of his job, Mark loves meeting former students out in the workforce and having both fathers and their sons and daughters in his classes. When you stand in the middle of the gigantic automotive technology classroom, you admire the professional and spotless facility that houses thousands of tools and parts required for teaching in this field. But it is Mark's friendly face and encouraging words that make you want to sign up for a course and show up for class. Students, cars and acoustic guitars—all wrapped up in one inspiring teacher—Mark Rosenthal.

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