



The Faculty Gathering

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Alan Cordle, Editor

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3000 New Voters at PCC!

The audience at the district-wide inservice is a notoriously tough crowd, but when the young man approached the stage, more than a few people took note. When someone wears a tie in Portland, it means he has something to say. When the tie hangs loosely around a turned-up and unbuttoned collar, everybody listens.

Greg Danielson had just a few minutes to share his reason for being at PCC in this election season. His role with the national non-partisan New Voters Project was to register students who had never voted before. His mission was for trained volunteers to visit classes and conduct a registration rap, a five minute talk to demystify the democratic process. Registration cards were distributed at the beginning of the talk, and students were reminded that they might need to complete the card if they had moved, had not voted recently, or if they wanted

to change party affiliation. The New Voter Project reached more than just new voters. Although the target group was 18-24 year olds, everyone was encouraged to participate.

As October 12th approached,

push the envelope to attract attention. National Canvas Director, Heather Smith, entered the building and heard pulsing music. Following the beat, she found a celebratory group signing up new student voters. Discotheque for democracy?



Greg Danielson on right in blue.

many faculty requests for registration raps were filled at the last second. Often with only a five minute warning, a volunteer would visit a class and register twenty or more new voters. Danielson attributes much of the success to the Faculty Federation, Women's Resource Center, the Multicultural Center, Spin, and other supportive campus groups. He says, "The faculty and staff were absolutely amazing."

On October 11th, the New Voters Project was the most prominent of various political booths in the CC Building at Sylvania. Taped debates filled television screens as last minute registrants were drawn to the enthusiastic group. The targets devoured bagels, and donned flashing patriotic pins. On the final day, Danielson decided to

Danielson's work continued. At the time of registration, the new voters also completed a card promising to vote. Committed new voters received calls reminding them to complete their ballot and an in-person visit at their residence from Project volunteers. Because the New Voter Project is not affiliated with a party,

they have been well-received. Pierced and persuasive, the University of Oregon graduate holds a Bachelor's Degree in Public Relations. Greg Danielson looks forward to what he refers to as e-day, or election day. His next step is a national debriefing in Colorado with the New Voter Project, which has focused on six main states, including Oregon, with a large number of unregistered young adults.

The last presidential election was decided by only hundreds of votes. Danielson's team, including four student interns and a core group of volunteers, registered nearly three thousand new voters at our campuses in just a few weeks. Our students might make the difference both locally and nationally. -AC

What's Inside

President's Corner 2

Federation Endorsements 3

Member Activist 4

Contract Corner 5

Pro Education? 7



President's Corner Michael Dembrow The Politics of “Downsourcing”

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It's the end of October, which means that it is time for Campus Equity Week. The purpose of C.E.W. is to highlight the overuse and misuse of part-time and contingent faculty in the institutions of higher education in the U.S., Canada, and Mexico. This year, activists in the U.S. have been asked to link the goals of Equity Week to the various electoral battles being waged in our states and across the country, culminating on Nov. 2. So, in this column I'd like to address some of the ways in which the political landscape is connected to the poor conditions in which part-timers find themselves in Oregon and in the rest of the United States.

We've heard a lot in this election about the “outsourcing” of jobs to other countries in order to cut employment costs and improve the corporate bottom line, despite the tremendous burden this practice places on individual workers and on their communities.

We haven't heard as much about another employment trend so increasingly prevalent in the U.S. today—what we might call the practice of “downsourcing,” in which full-time, fully-benefited, relatively secure jobs are replaced by part-time, relatively unbenefited, and “contingent” positions. But this is obviously a practice that directly affects those of us in higher ed, where it is seriously hurting the nature of our institutions, not to mention the ability of those institutions to treat their employees with decency and respect.

We certainly can't blame the Bush administration for the practice of “downsourcing” in higher education, which began to take off in the late 80s and 90s. Still, there is little doubt that this is not an administration that is sensitive to the problems engendered

by the practice. The Bush-appointed National Labor Relations Board has recently denied recognition of graduate-teacher unions at private colleges, and we cannot expect this Board (nor the Federal judges appointed by this administration) to be willing to overturn the inequities of “downsourcing.” Nor, of course, has the current administration been willing to help the states handle the rising costs of providing public higher education in the midst of economic downturn. The less budgetary support they receive, the more tempting it is for public colleges and universities to “downsource” their faculty. Hence, the ongoing nature of the problem.

Changing the U.S. President will not guarantee that the problem will go away, but it will at least allow us a sympathetic hearing at the national level, and perhaps some real legislation addressing this downsourcing phenomenon.

At the state level, the political stakes on this issue are even higher. This next Oregon Legislature is going to be taking up three issues that are critical to part-time faculty:

Health Care: The next Legislature will be considering the creation of a new state-wide insurance pool for all educators. Many part-timers would be included in this pool (those teaching half-time or more), which would at last give them access to guaranteed, quality coverage. We will then bargain with PCC to secure the benefits dollars to help them with their monthly premiums. This was a measure that nearly passed last session (thanks in part to spirited advocacy by PCCFF and many of

Continued page 6

Member: Activist & Nurse

Teri Mills defines activism for many here at PCC. She has been politically active since the late sixties. Teri is a Faculty member in the Nursing Department and has worked at PCC since 1979.

I asked her when her interest in this election began. Teri said she was watching Larry King in late 2002 and heard Ann Richards, former governor of Texas, talking about a little known candidate. Her curiosity sent her to the Internet to do some research on Vermont Governor Howard Dean. As a nurse, Mills found a lot to admire in the health programs the governor was able to initiate in Vermont.

Teri admired three programs that Governor Dean initiated. They were his extension of Head Start, creation of a mental health security bill, and implementation of a first baby visit for all newborns in Vermont.

When Howard Dean came to Oregon in early 2003, Teri asked former Governor Barbara Roberts, chair for Howard Dean in Oregon, if she could meet the Vermont Governor. Teri had served as Barbara Roberts' 1990 campaign coordinator in Tualatin, Oregon.

That first meeting grew quickly to commitment as a volunteer position as coordinator of Nurses for Dean. It meant house parties for Howard Dean, email, blogs, phone calls to nurses and activists in other states, and for Teri, an eruption of activity and involvement. You'll probably remember the early spring media interest in Howard Dean.

Teri found herself interviewed by both local and national media. She spent five exhilarating, hopeful, and ultimately disap-



Teri Mills Nursing Department

pointing days in Iowa for the caucuses there.

After Howard Dean's loss in Iowa, in Teri's words, "it took a while to transition to Kerry for President." The transition occurred in part when she was at a March house party for Larry Galizio. Larry, PCC Speech Department faculty member is running for the Oregon House of Representatives in District 35 (see story on page 3). When Oregon Public Broadcasting came to interview her, Teri realized in her heart and mind that this was a special and very important election; she was now on the Kerry team.

By April, not long after the OPB interview, Teri was the house party coordinator for Kerry. In the past two months, she has coordinated four hundred house parties, and expects to meet a goal of raising \$250,000 for the Kerry campaign locally.

I asked Teri

what happens in her life on November 3rd. She gave two answers. If George Bush wins, she will begin working on the Howard Dean for President in 2008 campaign. If John Kerry wins, she will decide which local campaign would benefit from her experience.

Regardless of who wins the election, Teri has created in her mind, the "Office of National Nurse" and others share her vision. "National Nurse" embodies her hopes and goals for a new national administration. What would the "National Nurse" encompass? Not surprisingly, it would involve education, perhaps a fifteen minute weekly presentation to the nation on a health issue, such as elder care, diabetes, or flu vaccinations. Experts from one of the fifty states would create the broadcast and educational materials. The "National Nurse" would have a legislative component, for example, acting as adviser on how to simplify Medicare paper work. Finally it would encompass Teri's love: organizing and networking the nurses in our country. What if we had a Volunteer Nursing Corp? That, of course, would be the work of PCC's nurse activist. -MC



AFT-Oregon (Portland Tri-County Voters Guide At A Glance

| State Wide Races | Candidate | Cities |
|------------------|----------------|--------|
| President | John Kerry | USA |
| Cong Dist 1 | David Wu | Oregon |
| Cong Dist 3 | Earl Blumenaur | Oregon |
| Cong Dist 4 | Peter Defazio | Oregon |
| Cong Dist 5 | Darlene Hooley | Oregon |

| State Senate | Candidate | Cities |
|--------------|------------------------|-----------|
| 14 | Ryan Deckart | Beaverton |
| 21 | Kate Brown | Portland |
| 22 | Margaret Carter | Portland |
| 23 | Avel Gordley | Portland |
| 25 | Laurie Monnes-Anderson | Gresham |

| State House | Candidate | Cities |
|-------------|--------------------|---|
| 27 | Mark Haas | Beaverton |
| 28 | Jeff Barker | Beaverton |
| 29 | Chuck Riley | Forest Grove, Hillsboro |
| 30 | Mik Sander | Hillsboro |
| 32 | Deborah Boone | Banks, Jewell, Neah-Kah-Nie, Nestucca Valley, Seaside, Tillamook, Warrenton-Hammond |
| 33 | Mitch Greenlick | Beaverton, Hillsboro, Portland |
| 34 | Brad Avakian | Beaverton |
| 35 | Larry Galizio | Beaverton, Tigard-Tualatin |
| 36 | Mary Nolan | Portland |
| 37 | Jim Morton | Lake Oswego, Tigard-Tualatin, West Linn-Wilsonville |
| 38 | Jeff Macpherson | Lake Oswego, Riverdale, Portland |
| 39 | Doug Neely | Canby, Oregon City |
| 40 | Dave Hunt | Gladstone, North Clackamas |
| 41 | Carolyn Tomei | North Clackamas, Portland |
| 42 | Diane Rosenbaum | Portland |
| 43 | Chip Shields | Portland |
| 44 | Dave Hansen | Portland |
| 45 | Jackie Dingfelder | Portland, Parkrose |
| 46 | Steve March | Portland |
| 47 | Jeff Merkley | Centennial, David Douglas, Parkrose, Reynolds |
| 48 | Mike Schaufler | Centennial, David Douglas, North Clackamas |
| 49 | Rob Brading | Gresham-Barlow, Reynolds |
| 50 | Jim Buck | Centennial, Gresham-Barlow |
| 51 | Kathryne Firestone | Estacada, Molalla River, North Clackamas |

NEWS: Snap



Earlier this year, the Big Three (General Motors, Ford, and DaimlerChrysler) and the United Auto Workers submitted a plan as part of the corporate tax bill to give tax credits to companies that provide health care. They proposed that up to \$5 billion over 10 years be covered by the federal government.

The Big Three are not able to remain competitive in the world market due to the burgeoning costs – they spent 9.9 billion in 2003 alone. Automakers in Asia and Europe do not have to pay for health care coverage due to a nationalized health care system.

To get a perspective of how out of hand these costs are, consider that Ford spends \$3.2 billion a year for 560,000 workers, retirees and dependents – this is more than they spend on steel.

Source: Jeff Plungis, "Big 3: Cut Health Costs," Detroit News Washington Bureau, August 18, 2004

"The Gathering"

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Contract Corner

Weingarten Rights



Labor law is constantly evolving, and this summer, although you probably didn't hear about it, 88% of the American workforce, those without a union, lost an important right. Fortunately, workers at Portland Community College did not lose their Weingarten rights.

What are Weingarten Rights? Weingarten Rights give union-represented employees the right to have a union representative present during a meeting with their supervisor under these conditions:

- 1.) If the meeting is an investigation or an investigatory interview and
- 2.) When disciplinary action may result from the meeting, or the employee reasonably believes disciplinary action may occur and
- 3.) If the employee requests that their union representative to be present.

Weingarten Rights must be requested.

Frequently here at PCC an employee is advised by their supervisor when they are being scheduled for an investigatory meeting and that they may request a union representative for the meeting.

If you are unsure of the nature of the meeting, here is what you should ask:

"If the discussion I am being asked to enter could in any way lead to my discipline or termination or impact my personal working conditions, I ask that a Federation Representative be present. Unless I have this union representation, I respectfully choose not to participate in this discussion."

In addition, if you as the employee enter into a discussion with your supervisor and the nature of that discussion changes to an investigation, or you have reason to believe that the discussion could lead to discipline, you have the right to stop the meeting, request a union representative, and not resume the meeting until your representative is present.

How did nearly all of the work force lose their Weingarten rights? On June 9, 2004 The National Labor Relations Board, appointed by the President of the United States and approved by the U. S. Congress, on the three to two vote ruling on a case brought by the IBM Corporation, took away Weingarten rights for unrepresented employees.

The decision, overturned an earlier judges ruling and reversed a 1988 decision that awarded Weingarten Rights to all workers whether they have a union or not. -MC

Continued From Page 2

must make sure that this time a majority of legislators are people who understand and are willing to work for this kind of change.

PERS: Up until the PERS reforms of the last session, part-timers who taught half-time or more (either at PCC alone or through employment at a combination of employers) became eligible for PERS retirement benefits, and the college contributed on their behalf. This was a right that existed because of legislation backed by AFT-Oregon and OEA back in the early 1990s mandating that eligibility for part-timers be based on FTE (percentage of a full load) rather than on hours spent in the classroom (which does not include preparation or grading time.) Judged purely on hours in the classroom, very few part-timers would ever meet the standard threshold of 600 hours per year. This special procedure for part-time faculty, however, was not included in the new retirement system established for new employees as part of the PERS reforms. It now appears that we will likely need to get a legislative fix for this technical problem. It's a technicality, but one that could be very harmful to part-timers; unfortunately, the community colleges (trying to save money) will likely fight our efforts to clean it up. Again, it will be critical that we get sympathetic legislators elected this November.



Funding: Obviously, this is critical. Our attempts to secure more full-time positions and to guarantee better treatment of part-time faculty depends on having adequate funding from the state. The State Board of Education has put together an ambitious funding request for community colleges, one which would restore the losses suffered over the past few years. However, we are again looking at a very large deficit in the state budget this year, and it won't be easy. As a starting point, we must elect legislators who understand that community college education must be a real priority in next year's allocations.

That's why the Federation is endorsing candidates such as Larry Galizio for the Legislature—candidates who understand education and the many challenges faced by our students—and why so much of our energy is going into this political effort right now. We of course are committed to continued success in negotiating on behalf of part-time faculty, but I cannot stress it enough—one of the chief determinants of our success (for all employees) at the negotiating table this year will be the quality of the legislators that we send to Salem. We are working hard to get good legislators elected, and



Tim Flannigan volunteers for Larry Galazio.

then we will work hard with them to begin to eliminate the conditions that have led to the downsourcing of faculty.

Then, at next year's Campus Equity Week, as we look back over our efforts this year we'll be able to showcase a report card filled with success.

Talk Back



Your letters questions and comments are welcomed. Please address them to "The Gathering" SY ST 01

What Makes a Candidate Pro-Education?

The union urges members to vote pro-education. But what exactly does pro-education mean? Every candidate talks about education. Inga Nelson, Political Organizer for AFT-Oregon, stresses that “everybody says they like education but it comes down to support.” Voting for secure and stable funding for community colleges is certainly a strong show of support. Strong support for private education vouchers and tax loopholes for corporations at the expense of budget cuts for schools is not support for education. Higher education funding took a hit last session with a reduction of more than \$50 million a year to Oregon community colleges, which meant PCC was \$12.5 million short of the previous budget. As a result, the administration wiped out twenty-

**"Supporting education means
"treating teachers
like the professionals they are."**

—Larry Galizio

two full-time teaching, counseling, and advising positions by either leaving them vacant or laying off employees. Legislators were supposed to take up issues of a spending cap and tax system changes in a special session this year, but avoided the issues when the Republican leadership wanted to add a constitutional ban on gay marriage to the agenda. Larry Galizio, candidate for House District 35, warns against politicians who

are “championing divisive social issues and diverting away [from investing in education]...We’ve disinvested in our school system.” If we succeed in electing a majority of candidates who will fight for adequate funding for community colleges—and education in general—we can

**“Education is
more than stan-
dardized tests
and unfunded
mandates”**

—Larry Galizio

ensure that this year we will have sufficient funding to serve the needs of our students and community.

In this year of bargaining for a new contract, it is also important to remember that not all of our goals can be achieved at the bargaining table. Many issues that affect us as employees are a direct result of decisions made in the state capitol. AFT-Oregon is currently fighting to preserve our PERS benefits in the courts and the legislature and representing our interests in front of the PERS board.

In the area of health insurance, the union has strongly supported the Health Care Purchasing Pool Bill. Another bill would achieve more equity for part-

time faculty by allowing them to apply for unemployment benefits during school breaks (e.g., summer) if they were expected to teach. The Faculty Federation has realized that this and many issues have to be resolved in the legislature first before our college administration will treat employees equitably and fairly.

This issue of *The Gathering* contains a list of candidates for the Oregon House and Senate who have been endorsed by AFT-Oregon. These endorsements are based on voting records on issues affecting working families and education. You can check the voting record of state legislators on issues affecting higher education at AFT-Oregon’s website: <http://www.aft-oregon.org/govrelations.html> (Members residing in Washington state can go to: <http://www.wslc.org/legis/index.htm> for information.) -DR



Larry Galizio at the Faculty Federation Picnic at Willamette Park

Ballots due November 2nd



Faculty Federation Ballot Drop off Locations

- Sylvania- The information desk in the CC building.
- Rock Creek- Building Nine reception area.
- Cascade- Information desk "The Street".
- Metro- Mail Room.
- SE Center- Information desk.
- Capital Center- PCC Reception, entrance B.

Become a Member!

Membership Application

Local 2277, Portland Community College Faculty Federation, AFT, NOLC, AFL-CIO

Yes, I want to join Local 2277, Portland Community College Faculty Federation, AFT, NOLC, AFL-CIO, and show my commitment to positive changes in working conditions. I authorize Portland Community College to deduct from my paycheck the appropriate amount of monthly membership dues, as designated by the treasurer of the PCC Faculty Federation.

Address . . .

City . .

Campus Address Dept. Campus Phone

e-mail

Full-Time Faculty

Academic Professional

Part-Time Faculty

I understand that union dues may not be deductible for federal income tax purposes; however, under limited circumstances, dues may qualify as a business expense.

Print and sign this membership form and return it to us at SY ST 01
(or PO Box 19389 Portland, OR 97280)