THE GATHERING

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CARALEE ANGELL, EDITOR SCOTT MAZARIEGOS, LAYOUT

NEGOTIATIONS 2011

from the desk of Ed DeGrauw

Most of the advancements we made in bargaining this year include actual changes to the language in our contract. In two instances, however, the language will not change, but there has been positive advancement. The first of these was that the college will honor the commitment of $175,000 to the budget for professional leave (sabbaticals) and will be accepting applications and going through the process in a normal manner this year. On August 23, Chris Chairsell sent an email to our full-time listservs with professional leave timelines and information. The second of these is that the college will not enforce the language in the contract which says "A non-tuition waiver student shall not displace a tuition paying student."

There will be a "rollover" of 1000 FTE from the margin to the base which will be used to open more full-time continuous appointment positions. For those who are unclear on what the "margin" is, the college has a base of "X" number of students (FTE) that it counts on for tuition dollars, the assumption is that enrollment will not be below this base and so the budget is designed with these dollars counted on. As you are all aware, we are getting more students that ever, the tuition dollars that come in above the base are the margin dollars. With our growth we are making the assumption, that even when the economy improves we will retain some of that growth and that enrollment will be higher than the currently established base, raising the base FTE is the "rollover" that we are talking about. During the last re opener it was the "rollover" of some of the margin money that paid for the 40 plus new permanent positions we gained at that time.

There is a commitment by the college to hire a number of full-time temporary faculty, the funding for this comes from the campus budgets and the kind of detail of hiring "X" number for this campus and "Y" number for that one is not the kind of detail we place in the contract, but the college will be hiring full-time temps, which, with a few exceptions, come from the ranks of our PT faculty and will lead to increased pay, benefits and job security for those that move into these positions.

A breakdown of what this means for you on page 6.

Tracee Wells

Member Profile

You don't have to spend much time with Tracee Wells to know that she is a high energy, passionate, articulate woman. We talked over lunch recently and while the changes and challenges at Metro, where Tracee works as an Academic Professional could hardly be greater, (everyone at .....

Continued on page 8

President's Column	p 02
Union in Unison	p 03
AFL-CIO + Jobs with Justice	p 04
Ask Jeremy J	p 05
Negotiation Breakdown	p 06

President's Column

Federation Colleagues;

On June 30 I completed my first year as your Federation president, and the next day I retired from my AP position at PCC. No threat to Dickens or Melville, but an opening sentence that reflects an important year for the Federation, and for me—including some reflection about my time working with students over 17 years, my time with the union, and what the next year is going to look like.

Last year the Federation had its' third president in four years, and new members occupying a third of our Council positions (which had gone vacant prior to our 2010 election). That's a lot of change, and I believe that we've adapted well, with many of our newer members bringing good energy and ideas to the Council. You'll be meeting them in the coming months on our Website, which was another of my priorities.

Now, in Year Two of my tenure, as we gear up for PCC's 50th Anniversary celebration, and the Federation's 40th (yes, we formed our 'union' in April, 1972), I'd like to summarize what 2010-11 brought us, and some ideas I have about 2011-12. Last year we won a few, lost a few, and came out even on a few. So let's start with a few 'wins.'

New Contract

You've had a chance to look over our new Contract, and we're voting on it as you read this. Not everything we'd have liked, but for 2011, a damned good Contract. Lots of info on it in this Gathering and other places, so all I want to do right now is thank the bargaining team again. Jaime Rodriguez, Peter Seaman, Minoo Marashi, David Rives, and Mandy Ellertson all put many hours, over seven plus months, into the process. And especially to lead negotiator Ed Degrauw, and our indispensable veteran Frank Goulard, my sincere appreciation. Labor Rep Michael Cannarella did yeoman duty juggling our bargaining and Classified's, so a huge thanks to Michael as well.

Interested in joining the Council? Get in touch!

Monday Memos

We decided to restrict our email listserv to only really necessary information, so to keep you regularly updated on information important to members I began a weekly (or so) email, which I tried to keep succinct, detailing key items. It evolved into a format where three to five items were summarized, very quickly, then additional details, and info links, were added. This enabled a two or three minute scan, which many members commented on positively. So I'll continue this communication tool on the Monday after Labor Day weekend.

Website and Gathering

Another of my priorities was to make our website (www.pccffap.org) much more user-friendly and informative. Scott Mazariegos, a part-timer at CA, working with membership czarina Caralee Angell, did some excellent work on it, and we plan to continue that. The Gathering has become far less a paper newsletter, and more an online one. We'll continue with that also, doing one per term, while supplementing it with several ongoing website features.

Focus on management

Last year was all about getting the Council filled and up-to-speed, the Nov 2010 election, Bargaining, and the Legislative session. This is our "off year," so I want to spend time working hard on issues of member-manager relations. We had an unfortunate situation with a manager on one of our campuses that I never want to see repeated, and clearly we need a much stronger, more effective, tool for our members to evaluate managers. We cannot formally demand this in our Contract (by state law), but using the "360" as a starting point we can certainly work with HR—and its' new director next year—to formalize an effective process that ensures new managers will be fully....

Continued on page 8

UNION IN UNISON AT THE TIMBERS GAME:

PCCFFAP OUTING TO THE PORTLAND TIMBERS MATCH ON JULY 30, 2011.

On July 30, 2011 the PCC FFAP had almost 100 members attend the Portland Timbers match against the Toronto FC. Initially the 100 tickets went out over the PCCFFAP list-serve, and Caralee reported "the Federation has never seen anything like it, the tickets went in 5 minutes or less, I should have planned for 200!"

Several of the people who went had never been to a Timbers Game. Many people were surprised by the number of people attending the MLS Game. Jeld-Wen Field holds just shy of 19,000 people, and most games are sold out. The Timbers Army (as always) stands up, chants and cheers nearly the entire time. They are quite organized and have "leaders" in the front of each section ensuring that Army members are singing Loud and Proud in support of the players. Although many people had never attended a game before, by early in the first half, many PCCAFFP members were chanting along with the rest of crown "PT-FC" for "Portland Timbers Football Club." The game is always energetic, and begin surrounded by long time and even new fans, really gets people excited about attending. For example, member Jacob Perry said "Cool! That was our first Timbers game and we LOVED it. Wasn't sure if I would like it, but I would go back for more in a heartbeat. I'll have to check out the PCCFFAP page. Thanks!!!" That was the sentiment of several people there.

At halftime Caralee arranged for a drawing where members got to win Timbers Bucks, Timbers Scarves, or a Jersey. Several lucky people including Peter Seaman (who won the Jersey) were sporting gear, and chanting along with the rest of the crowd for the duration of the game. Melisa Crosby wrote "The girls and I had such a great time at the game Saturday night. I know you worked hard to get us in and I really appreciate your efforts!"

The Timbers tied the match 2 – 2 against the Toronto FC, so the energy was up for the entire game. Teresa Salinas wrote to Caralee after and said "Thanks for treating member to the TIMBERS last Saturday! It was fun…my family appreciated it!" Everyone who attended the game had a great time, young and old. "Caralee, we all enjoyed the game so much! Thanks for putting this together. Fareshta wanted me to be sure and say a special thank you from her. By the way, her name means "angel" in her native language," came from Linda Browning.

Overall, everyone had a blast, and for those that missed out, and are lucky enough to score tickets for the next game, we will be going again on October 14, 2011 for the final home game of the 2011 Season against the Houston Dynamo. #RCTID (Rose City Til I Die).

Sara Nelson

AFL-CIO Summer School

After spending a great weekend down at the U of O, I can now recommend that our local send representatives down to next year's Summer School. The dormitory room was the only thing plain and simple. The three day event was full of all kinds of engaging activities. I was also impressed with the depth of labor knowledge held by the professors and staff of The Labor Education and Research Center (LERC). And importantly, the LERC staff included time to talk with members of other unions and time to do intensive training.

For my class schedule, I chose to take one of the core courses. I signed up for Media Training for Labor Activists. The course had elements of a workshop. One particularly valuable exercise was being filmed doing short interviews. After coaching and practice, we were each videotaped in a simulated media interview. The class later participated in the post-tape critiques. We also enjoyed viewing labor-related You Tube clips brought to us by Scott Moore of Our Oregon.

Check out the U-LEAD program. Courses offered by LERC and other union training may count toward completion of a U-LEAD certificate.

Karl Steady

JOBS WITH JUSTICE

Job with Justice recently held their annual convention in Washington DC with attendees coming from all over the country, which included JwJ chapters from Portland and the newest chapter from San Francisco. There were over 400 workers rights activists and student labor representatives, which also included many represented local union chapters from across the United States and industry sectors, such as AFL-CIO, AFT, AFSCME, SEIU, IBEW, UAW, and TWU, converging to attend workshops such as Defending Democracy, Defending the Public Sector, Pro-Active Strategies to Advance Workers Rights, Winning campaigns against Privatization.

Highlights of the conference included Keynote Speaker Hilda Solis, U.S. Sectary of Labor speaking on Confronting Challenges in the Labor Movement with Innovation and Solidarity. Ms. Solis was raised in a union household and commented that America is a reflection of the values of union solidarity. Another highlight happened when attendees were bused to the Chinatown area of DC where protests were made outside the office of Wal-Mart Lobby office to decry them attempting to build 4 stores in the DC area on the false pretense of good wages for working families. Prior to being bused OUR Wal-Mart activist spoke on the many promises that never came in opening stores Wal-Mart has built across the county.

Jaime Rodriguez

Service Learning?

Ask Jeremy J.

Dear Jeremy, what's the difference between service learning and volunteering?

Thanks, Martha @ RC

Hello Martha, and thank you for your question and your interest in service learning. The timing of your question couldn't be better since PCC's Service Learning Program Coordinator Sarah Tillery is encouraging 50,000 hours of community service.

On some levels volunteering and service learning share some similarities. Both involve serving the community and provide valuable learning experiences for the participant. The difference is that service learning is related to the learning outcomes of the course it is being used in and at the same time provides needed service for the community. The instructor will usually have some understanding of the community to understand its needs and then begin an outreach effort on behalf of the faculty. I have been implementing service learning into my courses for several years now and there is truly a sense of value and reward on behalf of the student as they see the concepts in class put into practice by serving the community. The benefits of service learning are numerous. Research has suggested it helps in the academic and social interaction of the student (Braxton 2000), aids in student retention (Keup 2005) and encourages first generation student retention (McKay & Estrella, 2008), just to name a few.

I would like to end with a quote from Sarah Tillery about the 50,000 hour charge."The Office of Service-Learning is proud to be one of the leaders of the charge for 50,000 hours of community service. My hope is that in this 50th Anniversary year, more people will be engaged with service and volunteer work and that this will lead to stronger partnerships in the community, more faculty and students interested in service-learning, and a stronger sense of connection to PCC and the surrounding communities in which our campuses and centers serve."

Here is a list of contacts at their respective campuses for further information on service learning and strategies on how to incorporate it into your classes.

Sarah Tillery (SL Porgram Coordinator)

Sarah Bentley (SY- SL Faculty Coordinator)

Kathleen Doss (CA- SL Faculty Coordinator)

Leslie Hickcox (RC- SL Faculty Coordinator)

Monica Christofili (SE- SL Faculty Coordinator)

Hope that helps,

Jeremy J. Estrella

Jeremy J. Estrella, SY Speech
Jeremy.estrella@pcc.edu
~ Teaching for a Lifetime

References:
Braxton, John M., (2000). The Influence of Active Learning on the College Student Departure Process: Toward a Revision of Tinto's Theory. The Journal of Higher Education, 71 (5) 567-590.

McKay, V. and Estrella, J. (2008). First-generation student success: the role of faculty interaction in service-learning courses. Communication Education.

Keup, Jennifer R. (2005). The Impact of Curricular Interventions on Intended Second-Year Enrollment. Journal of College Student Retention, 7 (1- 2), 61-89.

THE NEGOTIATION BREAKDOWN

+2%(-1%)+1.5 + 1%

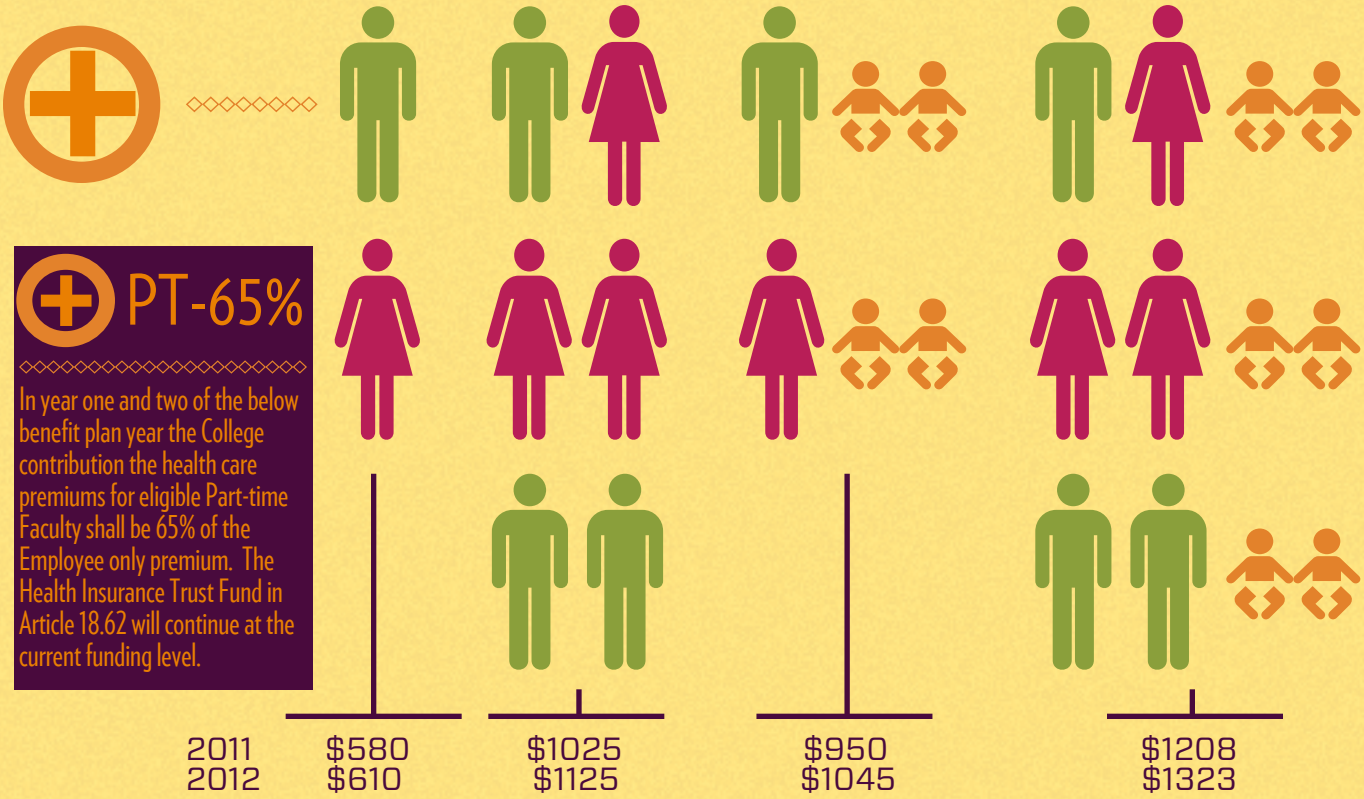
09/01/2011 08/21/2011 2011 2012

So this may seem a bit odd to some of you who do not remember the last negotiations, but with the last round of salary negotiations we placed triggering events into the contract regarding salary. Part of that language was that if state funding fell below a certain level was that 1% of our cost of living allowance (COLA) (AKA general adjustment) would be temporary (a clawback provision) to avoid the college making a commitment to increased permanent expenditures during declining revenues. So while we got a 2% COLA in the first year, the net will only be 1% because the state budget cam in below the threshold we set during the last round of negotiations. The negotiation team is aware that the one time lump sum payments are not the best way to go because it does not build into future salary increases, however there was a sum of one-time money available in the first year of our contract, but not continuing or even available in the second year of the contract, so since money is the greatest concern to the greatest number of members we were able to get some of that for everyone.

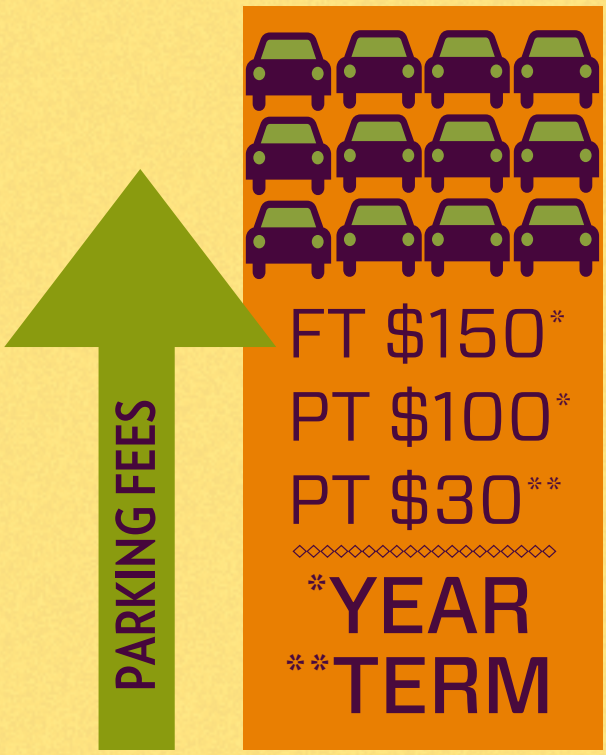
Pay changes will take effect with your October 3 monthly and October 14 bi-weekly paydates. So if you are at the top step of your salary schedule, you will get 1% COLA + 1.5% lump sum = 2.5% the first year and 1% COLA the second year of the contract.

If you are not at the top of the salary schedule you will get 3.5% step increase+ 1% COLA + 1.5% lump sum = 6% the first year and 3.5% step increase + 1% COLA = 4.5% the second year.

We will reopen the salary schedule when we get to the next biennium.



The increase in the college cap will allow us to maintain the percentages that we have achieved (100 % individual, 85% self+ one, and 70% family).



Early Retirement Enhancements

58-64 = +4 to 6

AGE YEARS

So we have not changed the $400. monthly stipend so it will continue to be a 4 year benefit, but the college paid contribution of your health care premium will be expanded from 4 years to six years at the self or self plus one level, depending on what you were using at the time of retirement. To qualify for early retirement you must have 30 years in PERS and 10 continuous years of service to PCC OR have 10 continuous years of service to PCC and be between the ages of 58 and 64.

AP

Current practices have limited the career pathways available to employees by immediately advertising outside the college, not placing employment opportunities on the listserv so that all current employees are aware of the opportunities. The change in contract language will be placing employment opportunities on the listserv before they go to an external search. The bonus of this is the potential is giving them a chance to meet with the manager of a new/replacement position and "sell themselves" to the manager prior to the college beginning an external search.

PT

An increase in the number of minimum assignments for faculty with assignment rights from the current one section minimum is something we have been fighting for for a long time and that the college is very resistant to. The establishment of the 1.5 FTE minimum is not only an increase in the number of sections that assignment rights PT faculty are guaranteed but also assures a level that allows them to qualify for health benefits. The current language has no process for assignment rights employees, so the current practice frequently results in assignment rights employees just being given the minimum number of sections (one) without explanation. The new language will ensure that if there are performance concerns that there will be a notification, an improvement plan and a re-assessment. When combined with the change that all sections are to be evaluated by students, this will allow the faculty member to use the additional evaluations as a way to protect themselves from a single student or a small group of students within a single section.

WORK-LOAD

The workload exception for Part-time Faculty will continue for the term of agreement and the upper workload limit increased to 1.09 FTE. The average annual teaching load for Full-time Faculty will be changed to .92 at the lower end of the range.

The reason for the increase in the exception to 1.09 FTE is that PT faculty that teach 4 credit courses will now be able to teach four 4 credit sections (1.088 fte) one term per year, therefore it increases earning potential for our professional PT faculty.

Member Profile continued from page 1

Metro and Willow Creek on contract funds received a lay-off notice effective June 21st) Tracee was solid in her commitment to the Jobs program and Project Enterprise. She called her work in these programs, the "non-traditional job search".

The Jobs program and Project Enterprise has been very successful on many levels, for many individuals, and businesses. The program is funded by the state of Oregon through the Department of Human Services. State funding for the Jobs program in January was cut 60 percent for next fiscal year. Federation members, AFT-Oregon's legislative director, Rob Wagner, and PCC managers went to work immediately to get the stories to legislators about these programs and their worth to the individuals and to Oregon tax payers.

The stories that have been shared are compelling, however dollars are stretched this year in the State General Fund. Tracee has been a key person in these lobbying efforts; she knows the people who have benefited and she has the community connections with both the businesses and with the PCC academic community.

Tracee's passion for the work, and her connection to the people she serves is evident when she talks about the clients who have changed their lives, moving from a minimum wage job to one that can support a family, pay for child care, transportation, education. The Jobs programs pays dividends by working with people to overcome the challenges; providing training, mentoring, and work experience that breaks the cycle of poverty. Tracee shared her work experiences with representatives in the Oregon legislature. Many Federation members visited their legislators earlier this Spring on Lobby day to speak about Education funding and the Jobs Program.

You have to wonder where Tracee gets the energy, a single parent, active in her Church, a leader at work. Earlier this year she joined other Federation members at an Emerging Leaders Conference in Salem presented by AFT-Oregon, our statewide AFT organization.

The funding picture at Metro and Willow Creek has improved somewhat in the new fiscal year, but there were layoffs and many members reduced to .8 FTE. There is a little more money in the pipeline and the hope is that as the State funding improves funding for the work Tracee and others are doing at the Workforce training centers will return.

Michael Cannarella

Presidents Column continued from page 2

confidential. We'll be organizing an ad hoc committee to work on this, so stay tuned.

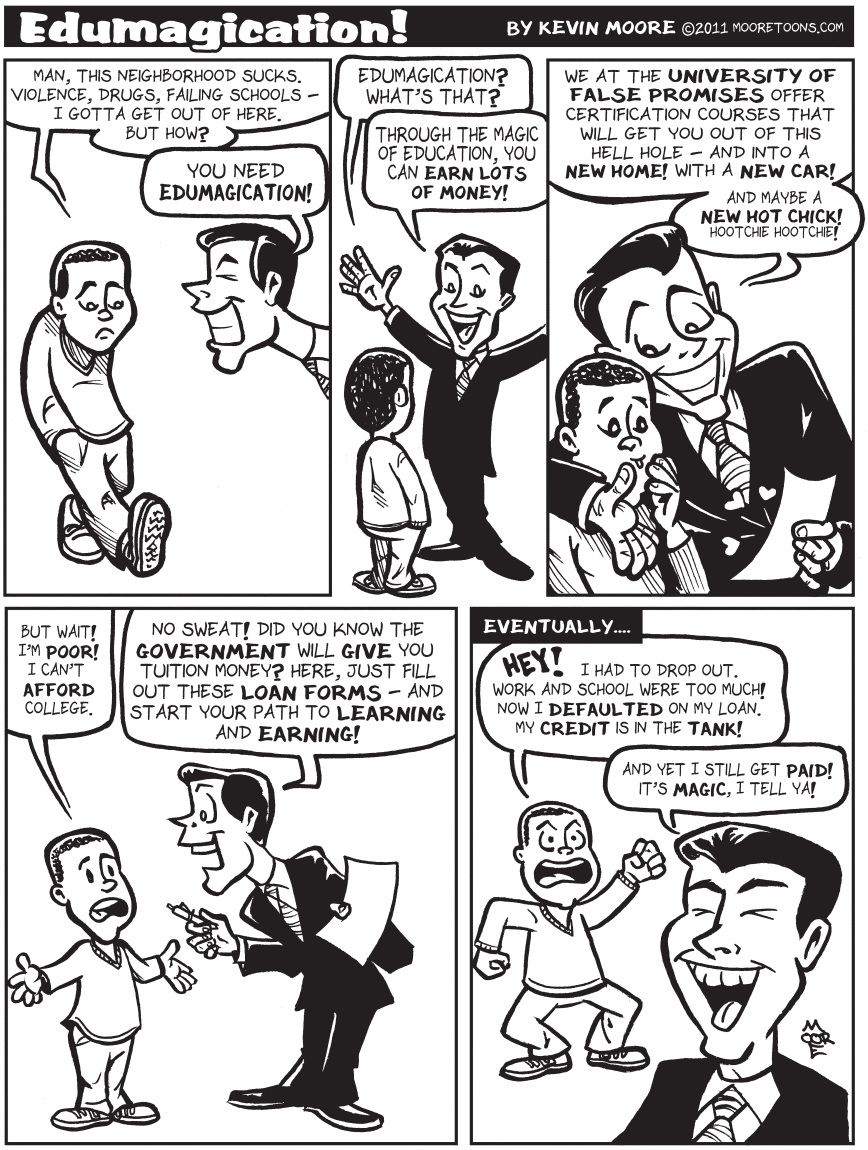
Preparing for Election 2012, and 2013

Another 'win' in 2010 was to elect John Kitzhaber governor. As we've seen across the country, the fear and ignorance that allowed Texas billionaires to dominate that election—courtesy of the right-wing Supreme Court's decision in Citizens United allowing corporations to spend unlimited funds in elections—resulted in viciously anti-worker governors and legislatures attacking organized labor. We avoided that in Oregon, and in spite of a serious economic downturn were able to struggle through our legislative session with only minor bumps and bruises. But the 30-30 tie in the House created a near disaster, and we need desperately to get back most of the six seats we lost in that body. So we'll be keeping you posted, especially members in key House districts, about plans to do that in November 2012. Spring will be primary season, so we'll be ramping up during Winter term and into Spring.

Certainly our biggest 'loss' of the year was our inability to create enough critical mass around our recommended PCC Board candidates in Zones 2 and 7. While the incumbents in those seats, Harold Williams and Deanna Palm, are certainly competent, and are willing to work with the Federation, we believed a change was necessary and backed their opponents. Unfortunately some of the members who argued most strongly in favor of backing the challengers didn't step up and provide the energy necessary to overcome an incumbent's natural advantages. We learned an important lesson: If we are to back challenger(s) in 2013, we'd better be prepared to do the necessary work. At this point we will have to wait to see how the next 18 months goes to decide whether we need to support new candidates, but if we do, we'll be better prepared.

That's it for now. I'm looking forward to a great 2011-12 as I transition from full-time AP to part-time instructor, and I look forward to seeing everyone at PCC's 50th kickoff at the September 19th in-service. Until then, enjoy the rest of Summer.

Michael Morrow



Haikus

from Summer Road Trip:

Every blessed thing
is hot in Death Valley, right
down to the toothpaste.

With water straight from
the tap in our campground, you
could make hot coffee.

Below sea level
by two hundred feet. You ask:
"But how do you breathe??"

Alluvial fans.
I like word "alluvial";
sounds kinda dirty.

Las Vegas: stranger
even than a haiku in
Jan's hands can express

Jan Underwood, Cascade

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Cascade FT
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Cascade PT
Cheri McLaughlin x5416

SE Center VP FT
Aurora Del Val x6169

SE Center VP PT
Corrinne Crawford x 3449

Extended Learning FT
Heidi Edwards x 7196

SUMMER PICNIC 2011

OAKS PARK

MONDAY SEPTEMBER 5TH

We supply the burgers, drink tickets, ride bracelets for kids, and raffle tix are available for great prizes to go to members helping members.

Its also a chance to mingle with politicians and those seeking office.

Last name begins with A-M: Bring a salad. Last name begins with N-Z: Bring a dessert.

FALL PICNIC 2011

WASHINGTON PARK

FRIDAY SEPTEMBER 23RD

The Fall Picnic for PCCFFAP is at a NEW location this year. Instead of meeting at Willamette Park down by the river, we will be up on the ridge in Washington Park site "D," looking down at the river. Besides the fantastic view over the valley, there is a super play structure for the kids. Expect all your ham/veggie/fish burger wishes to be fulfilled, and welcome to our picnic at the new location!

A link to a map that shows the new picnic location will be available on the PCCFFAP site.