

# ADVOCATE



The Official Newspaper of the Community College Association/CTA-NEA

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## CCA'S ADVOCACY GETS RESULTS

CCA is proud to advocate for members in Sacramento. Because of our tireless advocacy, we have seen numerous bills signed into law, including CTA's sponsored retirement bills.

### LEGISLATION WE SUPPORTED THAT WAS SIGNED INTO LAW

#### **AB 1232 (McCarthy)**

Adds an exception to the requirement of nonresident tuition payment for specified nonresident students enrolled in an English as a second language course for credit.

#### **AB 1712 (Medina)**

Requires the California Community Colleges (CCC) and the California State University (CSU), and requests that the University of California (UC)

develop questions on campus climate and submit the preceding questions to the United States (U.S.) Secretary of Education to be included in the online survey for campus climate established by the U.S. Department of Education and administered by the CCC, the CSU and the UC every two years.

#### **AB 1736 (Choi)**

Allows a student to be elected to serve as an officer in the student government if they are enrolled in an adult education program offered by a community college district or are a student with a disability.

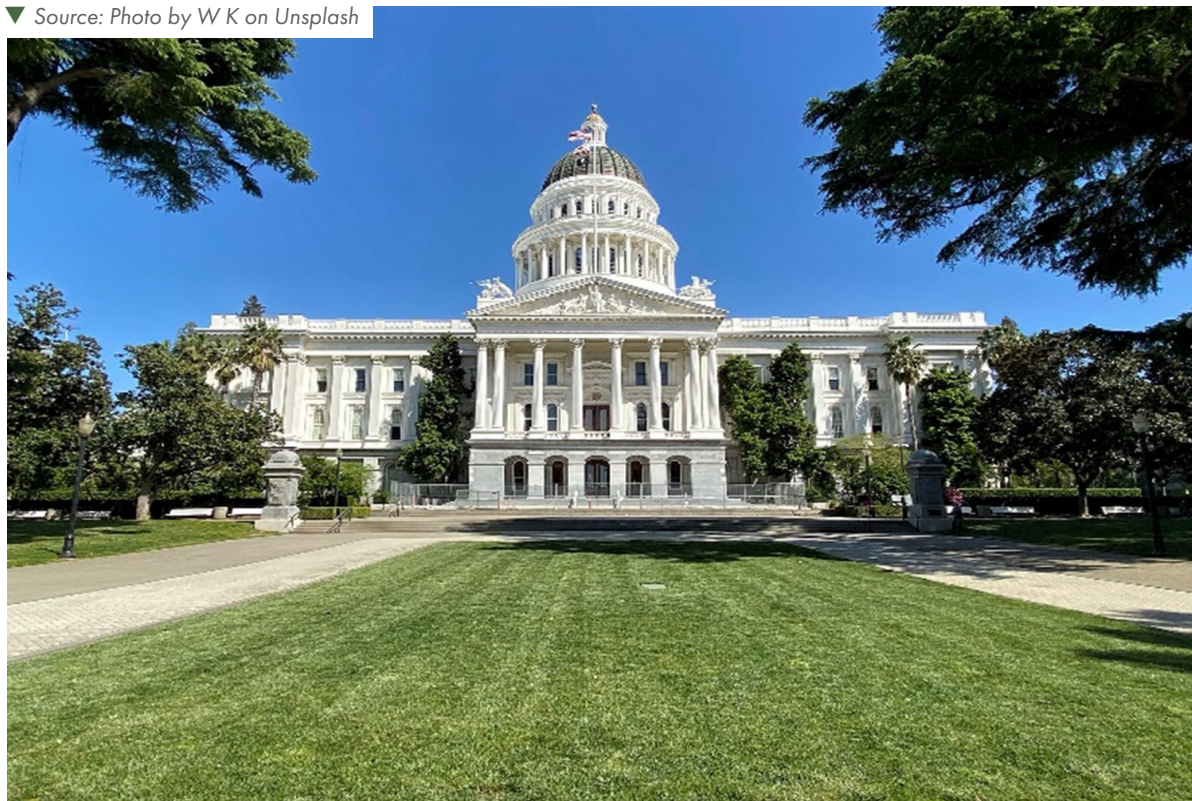
#### **AB 2683 (Gabriel)**

Requires a defined postsecondary institution and requests each campus of the University of California (UC) to annually train its defined students on sexual violence, sexual harassment, and other specified topics, regardless of whether a student lives on- or off-campus. It authorizes a postsecondary institution to implement the training to students through a new program or by integrating the required content into existing trainings they conduct. It also requires a postsecondary institution and requests that the UC campus update its internet website with specified information regarding these topics, on or before January 1, 2024.

#### **SB 641 (Skinner)**

Requires the California Department of Social Services (CDSS) to convene a workgroup to identify the necessary changes to improve access to CalFresh for college students.

Source: Photo by W K on Unsplash



### OTHER NEW LAWS RELEVANT TO COMMUNITY COLLEGES

#### **AB 1719 (Ward)**

Expands the scope of a program established under the Teacher Housing Act of 2016 to include housing for faculty and community college district employees and establishes various conforming changes. It also specifies that a school district or community college district may allow foster youth or former foster youth to occupy housing created through the program.

#### **AB 2122 (Choi)**

Authorizes each campus of the California State University (CSU), the California Community Colleges (CCC), and the University of California (UC) to establish a campus mental health hotline for students to access remotely. It also requires each campus of the CSU, the CCC, and the UC, without a campus mental health hotline, to have printed the telephone number of their city's or county's mental health hotline on either side of student identification cards.

#### **AB 2482 (Calderon)**

Establishes a pilot program that would require the California State University (CSU) and the California Community Colleges (CCC) to provide at least one vending machine dispensing wellness products at five campuses. It also specifies that participation of CCC's under the pilot program would be voluntary.

#### **AB 2627 (Bauer-Kahan)**

Authorizes a state or local agency, at the request of the governing board of a California Community College (CCC) district, to enter into a memorandum of understanding (MOU) allowing both to share electronically collected personal information about users, unless the user has not granted permission for such disclosure, for purposes of facilitating outreach and enrollment of individuals in the CCC system, and notifying the user of all available support resources.

#### **SB 1141 (Limón)**

Reduces the eligibility exemption for paying nonresident tuition at California State University (CSU) and California Community Colleges (CCC) from three or more years to two or more years of California schooling.

### CTA SPONSORED RETIREMENT BILLS

#### **AB 1667 (Cooper)**

Retiring is a significant, life-changing event for educators and their families, and educators rely on the thoroughness and accuracy of information CalSTRS provides them and the payroll data an employer submits to CalSTRS to make that decision. Years after retirement, if a retiree is informed that their retirement benefit amount is incorrect and the retiree owes a substantial back-payment due to an error that was not their fault, the retired educator bears substantial financial harm. This bill helps ensure the accuracy of reporting compensation to CalSTRS by employers and minimizes financial harm to CalSTRS retirees.

#### **SB 868 (Cortese)**

A systemic inequality in the CalSTRS system has left some educators who retired prior to 1999 with less equitable benefits than their peers. This bill creates a one-time permanent adjustment and stabilizes the financial footing of these retirees, most of whom are women. ■



WINTER/SPRING 2023

# CALENDAR

## CCA WINTER CONFERENCE

► Doubletree San Diego-Mission Valley

**FEB. 10-12, 2023**



Registration for the 2023 CCA Winter Conference is now open and will be held from February 10 – 12 at the Doubletree by Hilton, San Diego-Mission Valley. At this conference, we will highlight advocacy in addition to lobbying and contract enforcement issues. We will also offer one of the following academies at our Winter Conference: bargaining or grievance. Generally, legislation pertaining to community colleges will also be addressed. There is no council meeting at the Winter Conference. Additionally, for 2023, the CCA Building Strong Locals Academy begins with its first class session. You must gather delegates now since a number of schools will just be going back to spring semester that weekend of the conference.

## CCA SPRING CONFERENCE

► Hilton Orange County/Costa Mesa

**APRIL 28-30, 2023**



The 2023 CCA Spring Conference will be held from April 28 – 30 at the Hilton in Costa Mesa and will highlight membership. At this conference, we also highlight our “We Honor Ours” (WHO) awards winners. This is a special program which honors our own local and state union leaders. We also hold our last council of the academic year. Generally, members will also receive legislative updates pertaining to California Community Colleges. *For both upcoming conferences, please contact your local president if you wish to be a delegate from your local union.*

**UPCOMING EVENTS**

**BSL APPLICATION DEADLINE** JAN 12

**JAN 13 ESP OF THE YEAR NOMINATIONS DUE**

**WINTER CONFERENCE SAN DIEGO** FEB 10-12

**APRIL 28-30 SPRING CONFERENCE WHO AWARDS**

FOR MORE INFORMATION VISIT [WWW.CCA4US.ORG](http://WWW.CCA4US.ORG)

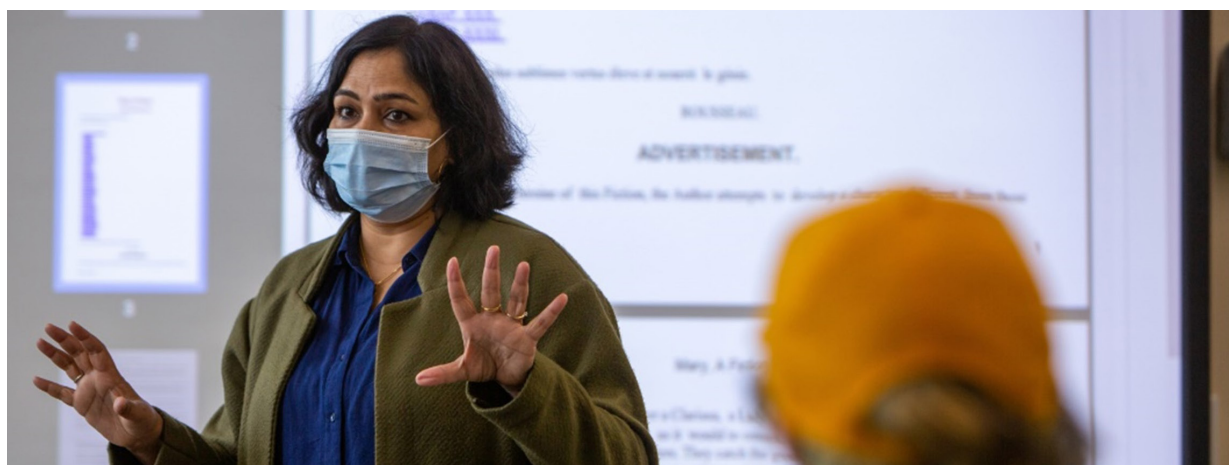
### CCA ACADEMY: BUILDING STRONG LOCALS

It’s more important than ever for chapter union leaders to be knowledgeable and prepared for addressing the needs of members. Through the Building Strong Locals Academy, CCA ([cca4us.org/conferences/academies](http://cca4us.org/conferences/academies)) is doing just that. Focused on strengthening local chapters, the primary goal of the academy is to educate members to serve effectively at the local chapter level with confidence and a working knowledge of their rights and responsibilities. Approximately 20 faculty members from local CCA chapters are chosen annually to participate in the academy. These candidates will begin their exclusive training at the CCA Winter Conference, and then participate in training sessions parallel to the Spring and Fall CCA conferences. The academy was initially funded by a grant from NEA but is currently funded solely by CCA. **BSL Applications must be received by 5:00 p.m. on January 13, 2023.**

## NEA HIGHER ED CONFERENCE

► San Jose, CA

**MARCH 17-19, 2023**



The 2023 NEA Higher Ed Conference will be held March 17-19 in San Jose, California. The conference will run from the morning of March 17 through the morning of March 19. At the annual NEA Higher Education Conference, NEA members from colleges and universities around the nation get together to share ideas and learn from each other. The Higher Education Conference offers members the opportunity to submit proposals and present workshops; network with colleagues from across the country; attend sessions on professional development, organizing, racial justice, collective bargaining and others; hear from NEA’s top officers, and participate in the National Council for Higher Education (NCHE) membership meeting.

## ADVOCATE

The Community College Association, with CTA and NEA as our partners, advocates for California’s public higher education faculty, empowers locals, builds strong and effective coalitions, promotes equity and inclusion, and strives to preserve quality public education.

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# IT'S ALL ABOUT RELATIONSHIPS

By CCA President **Eric Kaljumägi** .....

**PAST CTA PRESIDENT** Eric Heins used to say, “It’s all about relationships.” He said it so often in his speeches that toward the end of his presidency he would simply begin “it’s all about ...” and his audience would finish the sentence for him.

He was right.

Humans are social creatures that interact in many ways, including with family, coworkers, clients, and their communities. As teachers, we are generally aware of the need to build relationships with our students, since students try harder and persevere longer when they feel bonds with others. It’s an accepted fact that student success is based in part on these connections. I think it’s also true that faculty success is based in no small part on our relationships with our coworkers, including our extended union.

A few months ago, the CCA Board was asked to brainstorm how they wanted the board to grow and develop. By far the most frequent response included the building of relationships. This might explain why it’s common to see CCA Board members and conference delegates late at night sitting at a bar or restaurant in light conversation after the day’s work is done. Seeking other people out, listening to their stories and acknowledging their ideas isn’t just an enjoyable way to pass a few hours; it’s also about creating connections, finding commonalities, understanding perspectives and developing goodwill.

The internet abounds with articles about the value of personal networks. When you have a professional relationship with a coworker, you’re showing that coworker that you are a good listener and that you’re empathetic. You’ve set yourself apart from the many other people they see and have established trust. In return, you’re much more likely to be thought of in a positive light, and you’re much more likely to be assisted when you ask for help.

Our relationship with our union, both local and extended, matters too. At the local level, the local president and negotiations chair need to know about your issues and how they can help. Your local leaders also need your support and your presence when negotiations stall, and they benefit from your company and viewpoint at the social events they plan. At the service center level, locals can come together to discuss regional politics, negotiation hot topics and collective



**“As teachers, we are generally aware of the need to build relationships with our students, since students try harder and persevere longer when they feel bonds with others.”**

goals. If the interlocal relationship is far enough along, you might have an opportunity to do something for another local or to attend a group event. When this occurs, I hope that you will volunteer your time. The weaving of connections, like so much else in life, requires constant maintenance and effort, but it’s worth it. We can accomplish much if we work together.

It’s all about relationships. ■

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# CHANGES TO THE PART-TIME FACULTY HEALTH INSURANCE PROGRAM

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**ACCORDING TO** the California Community Colleges Chancellor's Office (CCCCO), the Part-Time Faculty Health Insurance Program authorizes a community college district to provide health insurance for part-time faculty and their dependents and provides reimbursements to districts that submit claims for the cost of part-time faculty insurance premiums. The memo [here](#) and in the QR code includes preliminary guidance on recent changes in funding, eligibility and administrative requirements for the program as established by AB 190, the 2022 Higher Education Budget trailer bill. Due to the complexity of implementation, additional guidance will be provided in the coming months as details are worked through.

## SIGNIFICANT ONGOING INVESTMENT IN PART-TIME FACULTY HEALTH INSURANCE:

The 2022 budget provided an additional ongoing \$200 million annually for the Part-Time Faculty Health Insurance Program as a means of incentivizing districts to expand healthcare coverage for their part-time faculty. In prior years, this program was funded at \$490,000 annually, with around 40 districts participating each year. In any year where funds provided in the budget are insufficient to cover the total cost of all claims submitted, each district will receive a proportionate share of the available funds. Any funds remaining after all participating district claims have been reimbursed will revert to the state general fund each year.

## ELIGIBILITY AND REIMBURSEMENT:

Multidistrict part-time faculty are now eligible to participate in the Part-Time Faculty Health Insurance Program through a reimbursement model. Further, districts may be eligible to receive up to 100% reimbursement if they meet certain criteria.

Districts can participate in the Part-Time Faculty Health Insurance Program in two ways: 1) by meeting all of the criteria for 100% district reimbursement, or 2) by offering part-time faculty insurance that does not meet the criteria for 100% reimbursement and submitting claims for 50% district reimbursement. For more details, please scan the QR code.



## FUNDING MECHANISM:

The Chancellor's Office shall first reimburse all districts that establish a part-time faculty health insurance program up to 50% of the districts' costs. After an initial allocation of up to 50% of costs, any remaining funds will be allocated to districts participating in the expanded part-time faculty and multidistrict part-time faculty program.

In addition to the CCCC guidelines, CTA is also engaged. The CTA Board of Directors formed a task force dedicated to health care. CCA provides the board with information from the field.

- **CTA's Board Health Care Committee** – Continues monitoring the \$200 million ongoing funding provided for the part-time member health insurance categorical program and continues to work with the Legislature/ Administration on program changes to ensure funding is utilized and maximized
- **CTA's Center for Organizing and Bargaining** – Creates bargaining advisories for chapters to use in their local negotiations, which lists part-time health care funds that are available. Please contact your CTA staff person if you would like more information. ■



## DID YOU KNOW?

Part-time faculty are eligible for unemployment benefits between semesters. Applications are now done at [edd.ca.gov](http://edd.ca.gov). CCA sponsors several unemployment webinars each year, and these are advertised via email and can be found in the CCA Calendar at [cca4us.org](http://cca4us.org), and the CCA Part-Time Faculty Issues Committee has information on the CCA website ([cca4us.org/issuesandaction/parttimefaculty](http://cca4us.org/issuesandaction/parttimefaculty)) about applying.

### Important Considerations:

- You do not have to wait for your paychecks to stop to file your application. File the day after your final day of actual work.
- Don't delay, because eligibility for payments begins on the first day of application, regardless of how long you may have been unemployed prior to applying.
- When applying, report days worked, not pay dates.
- The first week after the application is submitted is an unpaid period for each benefit year.
- Always be accurate and honest in your responses.

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▼ Left to right: Beverly Garcia and Dulce Garcia, College of the Desert Adjunct Association



Members from various chapters, such as College of the Desert Adjunct Association, Gavilan College Faculty Association, San Joaquin Delta College Teachers Association, and San Bernardino Community College District Teachers Association



# CCA FALL CONFERENCE BRINGS ENERGY AND HOPE FOR 2023

The CCA Fall Conference was proudly attended by over 100 participants, and for many it was their first time attending a CCA conference.

For Dulce Garcia, who teaches at College of the Desert and Chaffey College, it was her first time ever attending a CCA conference. “I was really excited when I told Beverly (who is also a first-timer and featured below), ‘let’s go,’ we are going to learn new things about bargaining and all the issues pertaining to adjunct faculty.” When asked what encouraged her to become involved, she said the Advocate, because she was inspired by the stories she read and saw the news that the conference was free for all members. She told Beverly, “Let’s make this an annual conference so we can participate and be active.”

For Beverly Garcia, who has been teaching at College of the Desert for five years, this conference was very enlightening for her. “Hopefully, maybe one day, I’ll come back and be a delegate.” She wanted to learn more about the ins and outs of bargaining, what it takes to run the union, and what it means to be part of a union. “I’m really glad Dulce invited me,” said Garcia.

This conference featured panels from enhancing bargaining to challenges and rewards of a career in educational and union leadership, which focused

on women’s issues and specifically women’s issues within this union and within the career of being a community college professor. Vienna Sa, who was a panelist in that session and teaches psychology with a specialization on social justice and equity issues at San Joaquin Delta College, is a participant in the year’s Ethnic Minority Early Identification and Development Program (EMEID). EMEID’s goal is to increase the number of CTA leaders of color in roles such as: president, bargaining chair, state council rep, service center council chair and officers and any other respected leadership role/position.

“In the session we talked about women’s experiences because of society’s gender roles. A lot of people when they look at me as an Asian American person and as someone who looks young, they don’t assume that I am somebody who’s educated, or I am somebody who is an actual professor. It’s important to raise these issues because a lot of the decisions we make when I say we, I mean society makes, are based on a structure of white supremacy. The higher you go in leadership, there are not many folks of color. Within my union I want to contribute more toward the social justice issues and equity issues that are apparent not only within our community colleges, but are also apparent in the union itself,” said Sa.



**“A lot of people when they look at me as an Asian American person and as someone who looks young, they don’t assume that I am somebody who’s educated, or I am somebody who is an actual professor. It’s important to raise these issues because a lot of the decisions we make when I say we, I mean society makes, are based on a structure of white supremacy.”**

**—Vienna Sa**  
San Joaquin Delta College Teachers Association



Members also voted on critical changes to CCA's mission statement and director title, renewing the promise to make a more equitable and inclusive association.

## CCA'S NEW MISSION STATEMENT

### Highlights Equity & Inclusion

**“The Community College Association, with CTA and NEA as our partners, advocates for California’s public higher education faculty, empowers locals, builds strong and effective coalitions, promotes equity and inclusion, and strives to preserve quality public education.”**

## CCA CALIFORNIA LEADERSHIP ACADEMY

At the conference, the **CCA California Leadership Academy (CLA)** also had its final session and graduated its class of 2022. The CLA is designed to train faculty interested in leadership positions beyond their local chapters (such as CCA Board members). The CLA meets over the course of three CCA conferences. Approximately a dozen strong union advocates are chosen to participate. CLA members learn how to debunk negative stereotypes of unions, about the various leadership groups in California, brush up on public speaking skills, learn about recruitment of members from various generations, discuss stewardship, get pointers on how to run effective meetings, and discuss threats and opportunities facing community colleges.

“In the last session, it was interesting to see what the change in demographics is going to be for the generations. I have a millennial and a Gen Z, so it’s interesting to see how they are the same, but they are not. I’m excited to just learn all about where I could fit it in as part-time faculty and make the most difference in part-time faculty advocacy,” said Heidi Ahders, one of the graduates, right after the last session “Three Generations One Future,” led by CTA staff Ed Sibby and Gabriella Landeros. “I think it’s important to have women in leadership because we have a different perspective on social justice and having a say in what happens,” said Ahders. **Continues on PAGE 8** ▶

▼ Top row from left to right: Suzanne Engelhardt, Ed Gomez (CLA co-facilitator), Mary Lawler, Emily Woolery, and Sam Abbas; Bottom row from left to right: Tracy Redden, Heidi Ahders, Kristie Iwamoto (CLA co-facilitator), and Frank Oppedisano (CTA staff)



▲ From left to right: Ed Gomez (San Bernardino Community College District Teachers Association) and Heidi Ahders (Mendocino College Part-Time Faculty Association)




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## ► CCA FALL CONFERENCE

“I really think this last session was incredible cause it talks a lot about what happens when we have younger people coming behind us who have different values, different understandings, basically different historical perspectives,” said Ed Gomez, who is in his 25th year of teaching at San Bernardino Valley College. “The presentation today speaks to how we have to adjust our union so that we can become a union of who we are going to be representing, not one from one past,” said Gomez.

.....

*Congratulations to all the graduates: Sam Abbas (Saddleback College), Heidi Ahders (Mendocino Community College), Suzanne Engelhardt (Long Beach City College), Mary Lawler (San Bernardino Valley College), Tracy Redden (College of the Sequoias), and Emily Woolery (Mt. San Antonio College).*



▲ Back row from left to right: Frank Oppedisano (CTA staff), Ed Gomez (CLA co-facilitator), and Eric Kaljumägi (CCA president); Front row from left to right: Sam Abbas, Heidi Ahders, Suzanne Engelhardt, Mary Lawler, Tracy Redden, Emily Woolery, and Kristie Iwamoto (CLA co-facilitator)

## CCA'S NEW DIRECTOR TITLE HIGHLIGHTS EQUITY & INCLUSION

**Racial/Ethnic Minority Director is now Black, Indigenous, and People of Color (BIPOC) Equity and Justice Director**



**MELISSA MATTESON**  
Barstow College Faculty Association

Melissa Matteson is a full-time access counselor at Barstow Community College and new CCA delegate. Advocating on behalf of everyone is important to her. When asked who inspired her to become a new delegate, Matteson said, “Our amazing chapter president, Dr. Beverly Ranney, who goes above and beyond continuously for our union. Since becoming vice president for our union, I’m trying to absorb as much knowledge not only from CCA, but also Dr. Ranney.”



**PATTY PEOPLES**  
Chaffey College Faculty Association

Patty Peoples, who has been teaching at Chaffey College for 30 years, is also a new delegate. For Peoples, she wanted to bring her experience as a part-time faculty member to help other part-time faculty members at her college. When asked who inspired her to take on this leadership role, she said her union president Jonathan Ausubel. “I would like to bridge part-time and full-time faculty so we’re all working together for the students. We must remember we are in this profession to teach the future generations. And to be able to do that efficiently, we need to work together and not be separated,” said Peoples. ■

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