PART-TIME FACULTY in California's community colleges can expect more stable working conditions in the future as a result of CCA-sponsored legislation signed into law by Gov. Jerry Brown.

The governor signed SB 1379 by state Sen. Tony Mendoza (D-Artesia) on Sept. 30. SB 1379 is the amended version of CCA's job security legislation for part-time faculty. It creates minimum standards for part-time faculty within the California community college system. The original bill, AB 1690, was authored by Assembly Member Jose Medina (D-Riverside).

"This was legislation our members wanted, we sponsored and worked hard to pass," said CCA/CTA legislative advocate Jennifer Baker wrote in a letter to the governor.

"Part-time job security is a cost-effective way for community colleges to keep the same part-time faculty semester after semester. Student success relies on a stable faculty, and this legislation helps to ensure that," she said.

In a joint news release, Mendoza and Medina said that part-time faculty throughout the state are plagued by inconsistent employment practices across community college districts and an inability to negotiate fair re-employment rights. SB 1379 provides landmark provisions to improve workplace stability for part-time faculty.

Under the new law, representatives for faculty and the community college district must discuss and set standards for employment practices for that particular district, thus providing much-needed employment stability for faculty while allowing districts the flexibility to accommodate local needs.

"This historic measure encompasses the values and beliefs we all share, [including] that part-time faculty deserve to have minimum standards that will create greater job stability, which will not only help those faculty members but will additionally benefit the students they serve," CCA/CTA legislative advocate Jennifer Baker wrote in a letter to the governor.

Despite a requirement in AB 1725 of 1988 that 75 percent of community college classes be taught by full-time faculty, part-time faculty now far outnumber their full-time colleagues in the community college system. Yet the working conditions of adjunct faculty still lag behind on many campuses. Part-time faculty often have no guarantees that they will be teaching from term to term due to program changes, budget cuts, class enrollment and funding. This lack of security and respect has an impact on faculty and students at a time when student success has become more important than ever.

Currently, 32 of the state's 72 community college districts offer some sort of re-employment rights like seniority or due process, but these vary across the state. Many other faculty continue to struggle even to have the issue discussed.

"Part-time faculty at San Joaquin Delta College have attempted to bargain seniority rights for at least 20 years, to no avail. The Rio Hondo College Faculty Association only recently persuaded the district to enter into a nonbinding agreement to form a committee to explore the benefits and drawbacks of seniority rights.

CCA/CTA-sponsored legislation will change that disparity by creating minimum standards for part-time faculty to be achieved through collective bargaining. By implementing minimum standards for evaluation procedures, workload distribution and seniority rights, part-time faculty can be assured their students have access to continued quality instruction."

"By strengthening the security of those who are providing the majority of instruction to students, California's community colleges will be able to achieve greater student success."
Planning ahead for our students, our communities and ourselves

Election is the top priority

By CCA President Lynette Nyagah

THE PRIORITY FROM NOW until Nov. 8 is the election. And this year, like so many others, we have an initiative on the ballot — Proposition 55. This will extend only the income tax provisions of Proposition 30. The sales tax increase will go away. And the slightly increased tax rates will only apply to couples with taxable income of over $500,000 and individuals with taxable income of over $250,000. This is a small proportion of our population but will generate billions for our schools and colleges. If we look at the impact of Prop 30 on our college budgets, it was a lifesaver. It brought in over $3.4 billion between 2012 and 2016. See page 3 for the specifics of how our colleges benefited.

So how can you help get Prop. 55 passed? First, you can make sure that your friends and family are registered to vote. Next, you can start or be a part of a student voter registration drive at your college. Many of our students are first-time voters in November, and we can make sure that they are registered to vote. Since 2012, CCA has supported student voter registration campaigns at our campuses. We have banners and a toolkit about how to reach out to students. The toolkit is available on our website, cca4me.org.

In addition, you can join your chapter in promoting Prop. 55 by supporting the "Thrive with 55" campaign. CCA is devoted to "Building the Colleges Our Communities Deserve" — with safe campuses, respect for both our faculty and our students, and an increase in full-time faculty. Prop. 55 is the campaign. CCA is devoted to "Building the Colleges Our Communities Deserve" — with safe campuses, respect for both our faculty and our students, and an increase in full-time faculty. Prop. 55 is the campaign.

Congratulations to Michael Flores!

And thank you to CCA members who took the Advocate survey

LAST SPRING, CCA members like you were invited to share what they want to read in the Advocate. The names of those who participated were put into a drawing for a Kindle Fire.

The winner: Michael Flores teaches history at Cypress College. Flores, a member of United Faculty of North Orange County Community College District, says he often recommends that students should read a book, rather than find online resources. Congratulations!

What did we learn from the survey?

You like what you read (we appreciate that), especially articles about legislative, bargaining and adjunct faculty issues. There is an interest in reading more about technology and social media (see the article on Facebook on page 6), state issues that impact community colleges, information presented at conferences, and certain instructional issues.

All of this is being considered as future editions of the Advocate are planned. Remember that you can also find this information on the CCA website, www.cca4me.org, and online at facebook.com/cca4me.

Students understand how important funding is to our colleges. And they know that adequate funding protects them and their families against tuition increases. This is a positive outcome for the entire community.

If you haven't done so already, please plan to do something for yourself professionally. Start by saving Feb. 24-26, 2017, on your calendar. That’s the Winter CCA Conference, and it will be held at the Westin Bonaventure in Los Angeles.

Plan to join us as we learn about and discuss topics that impact our students, our profession, and of course our community colleges. If you were at the Fall Conference in October, you attended sessions about the history of unionism, mental health issues on campus, how to reach members in low-involvement locals (with Robin Devitt and Jonathan Ausubel), legal obligations for higher ed faculty (with our legal staff), and using social media for advocacy (with CCA’s Advocate editor, Cynthia Menzel). We hear new local chapter treasurers truly appreciated their training with Marianne Reynolds, and participants appreciated the information Alan Frey provided on bargaining dual enrollment. And of course, we were honored by the presence of our Legislator of the Year, state Sen. Marty Block, who shared information about Sacramento politics with us, and Earl Wiman, the ever-enthusiastic NEA leader.

We make every effort, through our conferences, online, and through this publication, to provide information that is useful to CCA members personally and professionally, as we advocate to be the best we can be.

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THE GENERAL ELECTION on Nov. 8 is a crucial one, from the selection of a new president to down-ticket races, but few votes will have a bigger impact on school and community college funding than yes on Proposition 55.

That’s just one reason CCA is providing local chapter grants that focus on student voter registration. Local CCA chapters are conducting a variety of member-to-member organizing activities in connection with student voter registration. The goal is to bring awareness among all faculty members about the importance of what is on the November ballot and how voting gives faculty, staff and students a say on issues and concerns that affect community colleges, local areas and the state.

“We want to create awareness and provide a voice for CCA faculty as they educate students on their issues, concerns and rights,” said CCA President Lynette Nyaggah. Local CCA chapters are working with Student Senators to hold an ASB student voter registration campaign, and are organizing classroom activities to build awareness of the November ballot issues and the importance of voting. Faculty will not advocate for a particular position in the classroom, but will explore issues so that both they and their students are informed about their vote.

Community colleges can’t go back
Without the passage of Prop. 55, California risks eliminating nearly $4 billion from the state’s public schools and community colleges in the first year after Prop. 30 revenue runs out.

“We can’t risk those kind of cuts, not again,” said CCA Vice President Brad Reynolds. “Many of us remember how our students were affected during the Great Recession, which began in 2008. At a time when we needed to provide job training to help in the state’s economic recovery, our colleges were cutting courses. Many students were forced to withdraw from their studies because they couldn’t get the classes they needed.”

Voters stepped up to the plate when they approved Prop. 30, the 2012 tax measure, and California’s community colleges began to rebound. With Prop. 30 set to expire at the end of 2018, voters are again being asked to support public education by approving Prop. 55.

“Proposition 55 does not raise taxes on anyone — it simply maintains the current income tax rates on the wealthiest Californians.”

Joan Sholars, CCA’s ABC/PAC Director. “It’s important for our students to know how they will be affected by election issues, and when they are registered to vote, they become more engaged.”

Sholars recommended that faculty set up computers where you can find talking points, fliers, palm cards and sample speeches.

Proposition 55

Prop. 58, the LEARN (Language Education, Acquisition and Readiness Now) Initiative, will expand opportunities for California’s students to become proficient in English while having the chance to learn other languages. The outdated Proposition 227 of 1998 restricts the instructional methods school districts can use to teach English and limits the ability of English-speaking students to participate in language immersion programs. Prop. 58 amends the law to ensure all students can learn English as quickly as possible.

Proposition 52

Through a partnership between the state of California and local hospitals, California has received more than $18 billion in federal funding to improve health care for children, seniors and working families. This arrangement, which involves hospital fees based on Medi-Cal utilization, will end in 2017 unless Prop. 52 is passed. Prop. 52 will help ensure that kids come to school ready to learn.

Get Out the Vote!
There are a lot of important issues and public officials to decide on, but one big way to make sure our state moves in the right direction is to vote yes on Propositions 55, 58 and 52.

CCA members will have ample opportunity to become involved in the campaign, through precinct walking in their local districts and phone banking.

“CTA members have always played an active role in election campaigns through the years. By nature, our members are involved citizens. This year will be no different,” Reynolds said.

For information on Election 2016 and actions you can take, visit www.cta.org/campaign2016.
For legal reasons, we must block this page. Please click here to see CTA’s recommendations for the November 8th election at CTA.org/campaign2016.
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Facebook for advocacy: How-tos, best practices
Become an ambassador for students, faculty in community colleges

By Sam DeMuro

Can social media really be used for advocacy?
Yes. Old-school advocacy can be very effective on social media. While online activism is sometimes criticized as the lazy alternative, recent research has found clicking and posting can be just as powerful as taking it to the streets. Google ‘slacktivism’ and see how a mouse click can change minds. Often, using Twitter is the best step in getting people interested to show up in person.

In this and the next several issues, we’ll be delving into various kinds of social media and how to use them to advocate. Telling stories, and being able to do so in a public and accessible way, is powerful, especially for those who often don’t have voices in popular media. People may start their personal awareness and involvement online, but will then attend events, rallies, and meetings in person. Remember to always keep the "social" in social media. While face-to-face conversation and connections should never be replaced by social media, social media can enhance those connections.

Check out facebook.com/cca4me
Facebook can be used to spread awareness and information, connect with others, share documents and content, build community engagement, promote and grow a brand, connect with a specific targeted audience, etc.

As an organization, CCA uses social media to increase member engagement, promote the expertise of CCA members, have a presence at CCA and CTA conferences, organize around our issues politically and at the bargaining table, and tell our members’ stories.

In advocacy terms, we use social media like Facebook to build awareness of our issues, find others with similar interests and values, build networks, and include and involve people with disabilities, such as those who may not be able to leave their homes.

You may use Facebook personally, but how can you and your chapter use Facebook to meet your goals?
If you are a CCA member, you are an ambassador — an individual who utilizes their personal social media accounts to enhance, support and lift up CCA and the local chapter’s reach. If you are a local leader, you’ll want to set communications goals and identify who is going to do what. Ask someone to be the chapter curator. That is an individual who manages and creates social media content for a local chapter. You can have more than one curator. CCA’s Facebook page, facebook.com/cca4me, has five.

As a local chapter curator, you’ll need to determine who will take photos, write posts, and respond to comments. You’ll need to answer questions like the following: how many posts will you plan to have and how often, how you will promote Facebook links on everything — website, news letters, email signatures and even stationery. Check out cta.org/social to see a list of Facebook pages and groups for CTA chapters.

What is it?

Personal profile — utilized by an individual.
- Allows for a user to add and accept friend requests.
- There is a more insular and private choice. Many people choose privacy settings that allow their content to be seen only by friends.
- Good for advocacy within friend groups and using the profile to share, “like” and comment on brand pages.

Brand page — a public platform that allows users to promote and grow a brand or reputation.
- Users can “like” a page.
- Providing a logo and cover photo is an option.
- There is an “About” section to provide more information on the organization.
- Great for advocacy and for publicly connecting with the community, news media and fellow education activists.

Group page — a platform to connect a group of people together around common interests or identity.
- Users can become members of a group.
- Can be public, closed, or secret.
- The public and closed groups are searchable.
- The closed and secret groups require approval for admittance.
- Allows sharing of documents and other files.
- Good for internal communications, advocacy, organizing and planning.

Facebook can be very effective on social media. While online activism is sometimes criticized, recent research has found clicking and posting can be just as powerful as taking it to the streets. Check out Facebook personally, but how can you and your chapter use Facebook to meet your goals?

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Career technical education in community college
Solano College hosts forum to explore building robust CTE program

By Dina Martin

COMMUNITY COLLEGES AROUND the state are preparing for a new golden age in creating career technical education programs that will help revitalize local economies. And who is better able to help implement those programs than faculty and local labor organizations?

That was the thinking behind “Doing What Matters for Jobs in Our Community,” a forum hosted by the Solano College Faculty Association in August. The forum drew almost 200 educators, local business leaders, and representatives from industry and labor to brainstorm on ways the community can support new career pathways in Solano County. Among the participants were state Superintendent of Public Instruction Tom Torlakson, Assembly Members Bill Dodd (D-Napa) and Jim Frazier (D-Oakley), and a staff person from the office of U.S. Rep. John Garamendi (D-Walnut Grove). Also attending were officials and faculty of San Bernardino and San Joaquin Delta community colleges who wanted to learn how to structure a similar event on their campuses.

“It was tremendously exciting to have representatives from organized labor, education, business and industry meet and share ideas in this kind of forum,” said Erin Farmer, president of the Solano College Faculty Association (SCFA). “These are all groups that are fundamental for building a thriving economy and a good quality of life in our community.”

Over the past several decades, career technical education (CTE) has diminished as part of the college curriculum, which many believe has had a negative impact on the numbers of trained workers to rebuild local economies, both in California and nationally. Yet CTE has seen a revival in interest and funding under Gov. Jerry Brown’s leadership. In 2016, some $200 million was allocated for CTE, and a task force formed by former Chancellor Brice Harris made 25 recommendations for a Strong Workforce Program as guidelines in creating robust CTE programs for community colleges.

SCFA formed a steering committee comprising the Napa Solano Central Labor Council, the Workforce Development Board at Solano, the Industrial Areas Foundation, Solano Community College District, and CCA/CTA to produce the public forum. Held Aug. 12 at the Sheet Metal Workers Local 104 building, this event brought together for the first time individuals who rarely discuss and problem-solve around the needs of CTE.

Participants were asked to brainstorm ideas relating to the question, “What can Solano Community College and its stakeholders do to create a strong workforce?” Discussions took place at 12 round tables and were facilitated by CTA and Industrial Areas Foundation facilitators.

The event helped raise awareness of the CTE programs offered at Solano College for the college’s board of trustees, state and federal officials, and local business owners. The forum also helped solidify the relationship between the three unions on campus, the Solano College Faculty Association, Operating Engineers/Stationary Engineers Local 39, and Chapter 211 of the California School Employees Association.

“This event showed that there is great interest in Solano Community College playing a bigger role in workforce development especially in high skilled, high tech jobs,” said Karen Cook, a drafting instructor who helped organize the event. “I don’t think Solano is unique in the community college system in that regard. I am excited to watch, and be a part of, what develops from this forum.”

She added, “One of the interesting things is that the faculty association prepared a packet with information about all of the CTE programs available at the college, and many of the attendees, including some at the college, were not even aware that the school had all of these programs.” Former SCFA President Jim DeKloe agreed. “In a way, the faculty union has been the most effective force about doing something the college should be doing.”

This is not the first time that SCFA has taken a leading role in reaching out to the campus community. Last spring it launched a successful “getting to know you” campaign when it began displaying posters profiling faculty and staff around campus.

“That ‘We Honor Ours’ campaign was amazingly effective at communicating to students and staff just who we are, what we do, and why we are here,” DeKloe said. ■

\[Image: Helping coordinate the event: Tom Torlakson, state superintendent; Karen Cook, Solano organizer; Anna Eng, Industrial Areas Foundation; Kei Svensen and Wendy Dillingham, CTA staff, and Tim Rainey, California Labor Federation.\]

\[Image: “What can Solano Community College and its stakeholders do to create a strong workforce?” was the topic of discussions.\]

\[Image: "It was tremendously exciting to have representatives from organized labor, education, business and industry meet and share ideas in this kind of forum."\]