

CTA is your advocate for all issues related to compensation and workload. We need to know if the District representatives violate your rights under the contract at any time. Please contact your CTA representatives anytime you have questions or concerns.

Imperial Valley College CTA Newsletter

Volume 2, Issue 1
March 9, 2016

INSIDE THIS ISSUE:

New Contract	1
Meet Leticia Pastrana	2
President's Message	3
How Scalia's Death Affects California Teachers	4



CTA Leadership: Sidne Horton (negotiator), Mary Jo Wainwright (President), Mary Lofgren (chief negotiator), Eric Lehtonen (Vice President), Kathleen Dorantes (Corresponding Secretary), Dolores Diaz (Recording Secretary), and Edward Wells (Treasurer)

Raises of 3% this year and 2% next year New contract is approved!

By Kathleen Dorantes

After more than a year of sometimes tense negotiations, a two-year contract has finally been ratified and approved.

The highlights of the contract include raises. Faculty will get 3% on schedule this year and 2% on top of that for the 2016/17 academic year. Plus, there will be two one-time COLA payments of 2 percent, both this year and next.

The first COLA payment for faculty employed as of June 30, 2015 will be included in the March paycheck.

Overload pay will stay at \$60 this year, but it will go to \$65 next year.

This new pay will be spread over eleven months.

Another gain for teaching faculty is that the limit of only six units on pro rata pay for summer or winter teaching has been temporarily changed. Now through summer 2017, teaching faculty can get pro rata pay for up to 10 units. For more than 10 units, instructors will only get overload pay.

This provision will lapse at the end of

this two-year contract and will revert to the previous six-unit limit unless it is changed in a future contract.

The membership ratified the contract by a vote of 87-3. Three non-members voted, and those votes were discounted.

Of course, both sides gain in a successful negotiation. Minimum class size will be increased to 30 students, and the cancellation limit is raised to 18 students.

Teaching faculty will be required to have student evaluations every semester, and those evaluations will be delivered to area dean. Workshops about the new student evaluation are planned.

"I would like to thank the membership for being so patient throughout this process," said CTA President Mary Jo Wainwright. "We had a lot of issues to cover in the new contract, and we are so happy to wrap this up."

"But most importantly, I want to thank the CTA negotiators—Mary Lofgren, Frank Hoppe, Sidne Horton, Javier Rangel, and last year, David Zielinski. They did a phenomenal job."

CTA Board Elections

All seats for the CTA Executive Board are open to new members. If you are interested, submit a "Declaration of Candidacy" by April 5 to Carol Hegarty.

The election will be held on April 19.

Positions include president, vice president, treasurer, corresponding secretary, recording secretary, and faculty representative.

Terms will be for two years, July 1, 2016 to June 30, 2018. If you have any questions about the roles and tasks of these positions, please contact Mary Jo Wainwright (x6527 or email).

Leticia Pastrana

Focusing on Activism

By Kathleen Dorantes

At the week-long CTA conference this past summer at UCLA, Leticia Pastrana said her eyes were opened to the importance of labor unions in the field of education.

“Before I went to the conference, I think I was like everyone else,” she said. “I just wanted the union to protect my paycheck and get me a raise every now and then.”

But Pastrana discovered that labor unions are much more important.

“If we do nothing, the administration of all the community colleges in general will continue to erode our rights,” she said.

Pastrana learned about faculty’s rights to be represented, rights of academic freedom, and rights to seek help when needed.

Furthermore, Pastrana said she learned how community colleges are funded, and how those funds are managed—and in some cases mismanaged—by administration.

“Now I see the need for collective action,” she said. “The union gives us a voice, and if we act together, we can make a difference.”

The program that Pastrana took part in is called the “Emerging Leaders Program” funded by the “CTA Ethnic Minority Early Identification and Development Program.” She learned about the program after meeting state-wide CTA Vice President Theresa Montano at a conference held by the Coalition for the Future of Higher Education.

“Theresa thought I would benefit from this program,” Pastrana said. “It is an 18-month-long mentoring program.”

Pastrana’s goals while in this program include helping foster membership in the IVC full-time local, learning more about student activism in CTA, and exploring issues of diversity.

“I am eager to help and participate more,” she said.

“This program has given me the motivation I needed to get

involved.”

Pastrana has been at IVC since 2007 when she was hired to teach ESL. Over the years, she has been chair of the ESL Department, and she continues to work on a Ph.D. in Higher Education from the University of California-Riverside.



Leticia Pastrana

“Being a TESOL instructor has given me tons of opportunities to travel and earn a living. Now I want to give something back.”

Although originally from Los Angeles, Pastrana began her journey into higher education at UCR. She graduated with majors in Spanish, French, and Linguistics.

“Then I went to Japan to teach English for a year,” she said. “When I returned, I decided to get a master’s in TESL (Teaching English as a Second Language) from the Monterey Institute for International Studies.”

After that, Pastrana spent two years teaching English in Turkey as an English Language Fellow for the State Department.

“Now I see the need for collective action. The union gives us a voice, and if we act together, we can make a difference.”

Reflections of a Union President

By Mary Jo Wainwright

“Overwhelming” is the best term I can think of to describe how my tenure as your CTA President has gone. Our big news, as you all know, is getting our new contract approved. That’s a huge relief.

Now that that is finished, I would like to take a moment to reflect on the last year and a half as your president. First and foremost is how much I have learned about the college, how it works, who the people are who make it work, and how much more important the union is, than I even thought when I started this job.

I consider myself very fortunate to have worked with a dedicated team of your colleagues who share a passion for union principles and were willing to join together and take their time to stand up for IVC faculty. I am very proud of our accomplishments: we negotiated a new two-year contract and increased District respect for the union. We built bridges to the other unions and groups on campus to bring us together on issues that matter to all of us.

We have instituted a CTA Newsletter—this newsletter—and our editor, Kathleen Dorantes, has just won a 2014/15 CTA Communications Award. Congratulations to Kathleen!

For myself, although I too often talk about how much work it is, I have gained so much personally from this job. I have grown as a person, learned so many life lessons, and greatly enjoyed the advocate role. I haven’t had this much fun since protesting at Berkeley.

What I want to emphasize is how important the role of the faculty union is here at IVC. I know that most of the time, you may not know what we are doing, but we are doing a lot. Negotiations and representation of individuals is obviously our main job, but attending meetings to stay knowledgeable of all that is going on at the administrative and shared governance level is incredibly important.

Teachers become teachers to teach classes, I get that. But the college in which you teach is constantly changing and facing a variety of internal and external challenges. Educational reform ideas and economic crisis have led Sacramento legislators to pass so many laws and budgets that challenge us to make changes, some good, some not so good for our students and our college as a whole.

All these changes eventually impact your working conditions as teachers, especially the emphasis on stu-

dent success. As we go forward, we need to come out of our classrooms and get involved to make sure the community college mission of access to all is not forever limited. Our collective skills and knowledge as educators are an important asset of the institution and I wish more faculty would get involved outside the classroom.

Negotiating a new contract was the biggest eye opener. Before being directly involved, I asked questions and passed judgment. I remember all the times negotiators would say, unless you’ve been at the table with the District, you can’t understand how hard it is.

Now I know. The key is preparation and research and making sure your arguments are fact based and irrefutable. You can’t get everything you want and you have to make compromises. But I feel we won more fights than we lost, and most importantly we stopped an extensive power grab from the administration.

So although we may have not gotten as much money as we wanted, we did get a good raise after years of cuts and stagnation. We got some new important rights, but we also had to give on some issues in order to get those rights. Probably most important was keeping most of the rights we have had all along.

Not everyone will be satisfied, I understand that, but considering the extensive proposals made by the District, I am proud to stand behind the contract we recommended to you and thank all of you for your support in ratifying it.

Please join me in thanking negotiators Mary Lofgren, David Zielinski, Frank Hoppe, Sidne Horton, and Javier Rangel for the many hours they spent on your behalf, and the CTA Executive Board officers for supporting their efforts throughout the process.

Union goals for this semester include educating faculty about changes in the contract and making sure the District adheres to the contract. The most important union truth I’ve learned is that your contract is only as good as your ability to enforce it, and that job never ends.

With all the new administrators coming on board in the next few years, we face many changes and challenges. Elections for union officers will take place in April and we need to start training new union leaders. I hope you will consider learning more about what the union does at every level and possibly joining the team of leaders now or in the future.

Enjoy your semester!

IVC CCA/CTA/NEA

Editor: Kathleen Dorantes
CTA Corresponding Secretary
kathleen.dorantes@imperial.edu
Writer: Mary Jo Wainwright
CTA President
maryjo.wainwright@imperial.edu

YOUR ADVOCATE

ivccta.com

UPCOMING EVENTS

Spring General Meeting

Wednesday, March 9, 12:50-1:50 p.m.
Room 2131
(light lunch served)

Future Union Leaders Workshop

Thursday, March 10, 12:50-1:50 p.m.
Room 303
(light snacks served)

CTA Executive Board Elections

Tuesday, April 19,
More information to come
Faculty Lounge in College Center
(Catered Lunch Served)

Scalia's death affects California teachers

By Mary Jo Wainwright

Union rights are being attacked around the nation. There are 26 right-to-work states which deny union representation to workers.

The CTA has been specifically targeted by big money interests because it is the most powerful and influential public employee union in the nation. We have more members than any other public employee union!

Strength comes from numbers, and numbers and organization gives us a voice.

The anti-union forces are now targeting the unions through the court system.

Right now, there are two very important cases before the U.S. Supreme Court. One is called *Vergara v. CTA*, and this case targets tenure rights.

The other case is *Friedrichs vs. CTA*. This case targets agency fee union dues.

The lower court ruled against tenure in the *Vergara* case, but CTA appealed that decision and oral arguments were heard earlier this month at the Supreme Court.

The *Friedrichs* case reached the U.S. Supreme Court without ever having had an evidentiary hearing in a lower court. That is unprecedented, but the con-

servative U.S. Supreme Court encouraged it and accepted the case.

Arguments were given in January, and a decision is expected in June.

CTA lawyers worked diligently, but CTA has also been preparing members in case the CTA loses.

With the recent death of ultra conservative Supreme Court Justice Antonin Scalia, it now appears more likely that this case will end in a tie, and the unions will not lose agency fee.

If CTA were to lose the *Friedrichs* case, the power of CTA and all public unions will be diminished because faculty will not have to pay dues at all unless they join the union. This will result in less money for the union to use at the state and national level to fight for education and educator rights.

It also lowers the amount of dues at the local level used to bargain, represent faculty, and enforce the contract.

Whatever your political persuasion on the issue of unions, we as educators in California benefit from the strength of our union in so many ways. Less union voice will result in changes to your working conditions and rights to bargain. You can access more information from the cta.org website.