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**NEGOTIATIONS UPDATE**

**November 7, 2012**

Please note: these issues are no longer on the table because negotiations broke off as of Monday, November 5, 2012. Below is a summary of the major sticking points.

The FA has negotiated intensely for two months, yet we have not come to a contractual agreement with the District. The District had given us an ultimatum that their entire proposal would be pulled off the table at 5 PM, the day before the elections. Despite considerable movement on the FA's original proposal, we were not able to come to an agreement. We expect to hear from the District after the Board of Trustee's meeting on Wednesday, November 7, 2012.

1. **Class Size (NCNS):** The District seeks to increase class size by 20% above Normal Closing Numbers (NCNs) across all disciplines except where not legally possible (e.g. nursing). Given the extraordinary deliberation by many faculty last year to establish pedagogically sound NCNs, the FA could not in good faith undermine that dynamic collegial process which was discipline driven. The FA did develop a very complex package of increasing Average Class Size (ACS) by 10% through increasing Large Group Instruction (LGI) classes, and faculty taking on voluntary increases in class sizes where pedagogically appropriate. The District refused.
2. **Carnegie Hour:** Campus wide there has been so much misinformation that has precluded genuine clarity. After much discussion during negotiations, we have been able to establish the following:
  - a. Changing to the Carnegie hour would most likely require the return to the 18-week semester. Clearly there are many drawbacks to returning to the long high school-style semester.
  - b. Four more weeks per academic year would add significantly to facilities costs, student/faculty commuter costs, an increased carbon footprint, increased costs for student parents' child care, and loss of student employment opportunities.
  - c. Faculty would lose opportunities to develop new classes or research academic areas of interest. The 18-week semester takes an enormous toll on faculty energy and is a debilitating, regressive system that runs counter to all recent efforts to make our college more efficient.
  - d. Perhaps the most disappointing part of the entire Carnegie hour discussion is that the District had never mentioned the return to an 18-week semester. The FA was only able to determine this fact after many hours of negotiations discussions.

The Carnegie hour is already in place currently and does not need to be changed. PCC is in full compliance. If it isn't broken, what is the motivation?

3. **Health Care Benefits:** The District seeks to restructure health care benefits.

It originally sought a two-tier system in which newly hired Full Time faculty would pay \$250/month for spouse/partner and \$150 for all dependents (total of \$400/month).

Also the District seeks to end:

- post employment medical benefits for retirees from age 55 to 65
- post-employment medical benefit supplement for retirees over the age of 65, which is currently \$1440 per year

A basic principle of union solidarity is to avoid two-tier compensation/benefits packages. We emphasized to the District that we could not betray future hires

and set a very dangerous precedent.

4. Overload compensation and scheduling: The District proposed cutting overload and intersession rates up to 43%, thus paying a rate of \$62/hour for full-time contract faculty. The FA could not agree to such massive reductions without significant base salary increases.

Now that Proposition 30 has passed...

California's election results in which Proposition 30 won by a clear majority (54%) bode well for community colleges in the short term. PCC will receive \$6.7 million, equivalent to 1218 additional class sections. In his post-election memo, Brice Harris, the new California Community College Chancellor, urged that we add "classes so that no one who can benefit from higher education in California finds the door closed."

In the longer term, the Democrats may have achieved a supermajority (two-thirds) in the Legislature and the Senate. Until two years ago, California was only one of three states that requires a supermajority to pass a budget and to levy taxes. There will likely be more consistent funding for education in the years ahead. The election has produced very significant changes in the financial landscape. Thus we urge that President Rocha immediately reinstate the lost classes from Winter 2013 and expand spring offerings for students that will also provide jobs for Part Time Faculty.

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## **FACCC SYMPOSIUM FOR PART TIME FACULTY MEETS AT PCC**

On Saturday, November 3, 2012, the PCC Faculty Association hosted a series of spirited panel discussions among more than fifty part-time faculty and advocates at the Part-Time Symposium. The program was sponsored by the Education Institute of the Faculty Association of California Community Colleges (FACCC), the premier advocacy group in Sacramento working for part time faculty. This year the Symposium focused on regaining the momentum for improving part time faculty working conditions after the turmoil and the job losses of the last few years. With over 40,000 part time faculty in the state, the community colleges are leaning more and more heavily on the part time faculty, but everyone at the Symposium agreed that the part time faculty remain a marginalized and ill-treated segment of the California education landscape.

Stacy Burkes, a long time part time advocate from Butte College and David Morse, of the Statewide Academic Senate discussed the importance in moving part time faculty into the academic senate on their respective campuses. Unfortunately, on many campuses, including Pasadena City College, part time faculty does not have a vote and are not compensated for participating in the activities of the Academic Senate. At other colleges, the part time faculty are an important voice in the Academic Senate and are participating in making decisions that will affect themselves and the students of the college.

Andrea York, the FACCC Director of Government Relations and Coordinator of the Part Time Committee

of FACCC, moderating the discussion on "Pathway to Professionalization: Legislation and District Dynamics", provided an overview of the legislative history of part time issues in Sacramento. Over twenty years, the results are pretty thin. The most advantageous legislation for part time faculty was a series of Part-Time Categorical Programs set up in the last decade to provide money specifically for raising part time pay, supporting office hours, and providing some money for health benefits. Most of those Categorical programs, and the money that went with them, were gutted during the Schwarzenegger administration and the recent recession effectively ended them. FACCC continues to support the legislative support for rehire rights, most recently embodied in AB 852, which successfully passed out of the Senate Education Committee only to be stalled over potential financial concerns. Even with the weak record of success, the speakers, including John Sullivan, from Riverside City College, and Carl Friedlander, former President of the LACCD Guild, agreed that legislation remains one of the most powerful ways to overcome resistance at individual colleges and from administrators to the improvement of part time faculty working conditions.

Carl Friedlander also made a plea for support of the besieged San Francisco Community College, which is under accreditation threat. Friedlander reminded the group that San Francisco Community College has done more to raise the pay, benefits, job security and status of their part time faculty than any other community college district, and a college that has made that has achieved so much for part time faculty should not be easily abandoned.

Joe Berry, a retired Berkeley professor and author of *Reclaiming the Ivory Tower: Organizing Adjuncts to Change Higher Education* and keynote speaker for the Symposium, argued for a recommitment to advocacy for part time and contingent faculty across the country. In addition, Mr. Berry, along with Moderator Martin Goldstein, FACCC Governor of Part Time Issue for Southern California, Mary Ellen Goodwin, of Foothill College, and Helena Worthen, retired from the University of Illinois, spoke about the Coalition of Contingent Academic Labor (COCAL) conference in August in Mexico City. COCAL, a loose organization of non-tenured faculty (including part time faculty) from Canada, Quebec, the United States, and Mexico, has been working hard since its formation in 1996 to raise the public's awareness of the problems with the growing number of temporary, "adjunct" and, as they are referred to in Mexico, "precarious" faculty who now comprise as much as 70% of the faculty on campuses in North America.

The final panel featured Sharon Hendricks, a Board Member of the CalSTRS Teachers Retirement system, with Deborah Dahl-Shanks, of Diablo College, discussing the new changes to the CalSTRS Retirement system and how those changes would impact part time faculty. The most interesting information had to do with the 180-day sit-out change. As of January 1, 2013, a STRS retiree (both full and part time retirees) cannot both work as a part time teacher and collect benefits from a STRS pension for 180 days. Nothing prevents a part time faculty member from retiring from STRS (that is, no longer contributing to the system and becoming eligible to collect benefits if that person is in the Defined Benefit program) and continuing to work. That retire will just not be able to collect any Defined Benefits for the first 180

# FACULTY SALARY COMPARISONS ACROSS CALIFORNIA COMMUNITY COLLEGES (EXCERPT)

[http://www.santrososa.edu/dfa/statewide\\_study.shtml](http://www.santrososa.edu/dfa/statewide_study.shtml)

HIGHEST NON-DOCTORATE (HND) CLASS ANNUAL SALARY (BY STEP) AND STATEWIDE RANKS

	Mt San Antonio		Mt San Jacinto		Napa		North Orange		Chino		Palo Verde		Palomar		Pasadena		Petalia		Rancho Santiago		Redwoods		Rio Hondo		Riverside		San Bernardino		San Diego		San Francisco		
	19	3	4	4	70	70	20	20	5	5	55	55	11	11	10	10	23	23	6	6	66	66	36	36	4	4	53	53	42	42			
1	63312	67878	46920	62876	66969	55896	64960.2	65769	66305	58996	64960.2	65769	66305	65769	66305	65769	66305	65769	66305	65769	66305	65769	66305	65769	66305	65769	66305	65769	66305	65769	66305	65769	66305
2	66525	69915	49511	62876	69378	57573	67177.7	68332	57573	57573	67177.7	68332	57573	67177.7	68332	57573	67177.7	68332	57573	67177.7	68332	57573	67177.7	68332	57573	67177.7	68332	57573	67177.7	68332	57573	67177.7	68332
3	68636	74173	52101	62876	71797	59301	70278.3	70894	59301	59301	70278.3	70894	59301	70278.3	70894	59301	70278.3	70894	59301	70278.3	70894	59301	70278.3	70894	59301	70278.3	70894	59301	70278.3	70894	59301	70278.3	70894
4	72726	74173	54700	62876	74217	61800	72834.2	73457	61800	61800	72834.2	73457	61800	72834.2	73457	61800	72834.2	73457	61800	72834.2	73457	61800	72834.2	73457	61800	72834.2	73457	61800	72834.2	73457	61800	72834.2	73457
5	75929	76398	57289	67875	76634	62912	75591.5	76019	62912	62912	75591.5	76019	62912	75591.5	76019	62912	75591.5	76019	62912	75591.5	76019	62912	75591.5	76019	62912	75591.5	76019	62912	75591.5	76019	62912	75591.5	76019
6	79061	78890	59881	70375	79045	64799	78249	78581	64799	64799	78249	78581	64799	78249	78581	64799	78249	78581	64799	78249	78581	64799	78249	78581	64799	78249	78581	64799	78249	78581	64799	78249	78581
7	82172	81050	62473	72874	81473	66743	80906.3	81144	66743	66743	80906.3	81144	66743	80906.3	81144	66743	80906.3	81144	66743	80906.3	81144	66743	80906.3	81144	66743	80906.3	81144	66743	80906.3	81144	66743	80906.3	81144
8	85344	83482	65065	75373	83888	68746	83562.2	81144	68746	68746	83562.2	81144	68746	83562.2	81144	68746	83562.2	81144	68746	83562.2	81144	68746	83562.2	81144	68746	83562.2	81144	68746	83562.2	81144	68746	83562.2	81144
9	88526	85982	67657	77889	86305	70808	86222.8	81144	70808	70808	86222.8	81144	70808	86222.8	81144	70808	86222.8	81144	70808	86222.8	81144	70808	86222.8	81144	70808	86222.8	81144	70808	86222.8	81144	70808	86222.8	81144
10	91637	88566	70251	80370	88723	72932	88880.1	83706	72932	72932	88880.1	83706	72932	88880.1	83706	72932	88880.1	83706	72932	88880.1	83706	72932	88880.1	83706	72932	88880.1	83706	72932	88880.1	83706	72932	88880.1	83706
11	94789	91223	72842	82869	91136	74537	91537.7	83706	74537	74537	91537.7	83706	74537	91537.7	83706	74537	91537.7	83706	74537	91537.7	83706	74537	91537.7	83706	74537	91537.7	83706	74537	91537.7	83706	74537	91537.7	83706
12	97920	93960	75435	85367	93557	76177	94193.5	83706	76177	76177	94193.5	83706	76177	94193.5	83706	76177	94193.5	83706	76177	94193.5	83706	76177	94193.5	83706	76177	94193.5	83706	76177	94193.5	83706	76177	94193.5	83706
13	101072	96778	78029	87885	95973	77852	96850.9	86289	77852	77852	96850.9	86289	77852	96850.9	86289	77852	96850.9	86289	77852	96850.9	86289	77852	96850.9	86289	77852	96850.9	86289	77852	96850.9	86289	77852	96850.9	86289
14	101072	99682	80617	87885	98390	79565	97516.4	86289	79565	79565	97516.4	86289	79565	97516.4	86289	79565	97516.4	86289	79565	97516.4	86289	79565	97516.4	86289	79565	97516.4	86289	79565	97516.4	86289	79565	97516.4	86289
15	101072	102672	83211	87885	100813	81316	98180.4	86289	81316	81316	98180.4	86289	81316	98180.4	86289	81316	98180.4	86289	81316	98180.4	86289	81316	98180.4	86289	81316	98180.4	86289	81316	98180.4	86289	81316	98180.4	86289
16	101072	102672	85958	90367	103005	83105	98844.1	88831	83105	83105	98844.1	88831	83105	98844.1	88831	83105	98844.1	88831	83105	98844.1	88831	83105	98844.1	88831	83105	98844.1	88831	83105	98844.1	88831	83105	98844.1	88831
17	101072	102672	85958	90367	105210	84933	99509.9	88831	84933	84933	99509.9	88831	84933	99509.9	88831	84933	99509.9	88831	84933	99509.9	88831	84933	99509.9	88831	84933	99509.9	88831	84933	99509.9	88831	84933	99509.9	88831
18	104252	102672	85958	91044	107405	86801	100175	98831	86801	86801	100175	98831	86801	100175	98831	86801	100175	98831	86801	100175	98831	86801	100175	98831	86801	100175	98831	86801	100175	98831	86801	100175	98831
19	104252	102672	85958	91044	109603	88711	100842	98831	88711	88711	100842	98831	88711	100842	98831	88711	100842	98831	88711	100842	98831	88711	100842	98831	88711	100842	98831	88711	100842	98831	88711	100842	98831
20	104252	102672	85958	93362	111596	90663	101506	91394	90663	90663	101506	91394	90663	101506	91394	90663	101506	91394	90663	101506	91394	90663	101506	91394	90663	101506	91394	90663	101506	91394	90663	101506	91394
21	107432	102672	88030	95362	113807	92657	102170	91394	92657	92657	102170	91394	92657	102170	91394	92657	102170	91394	92657	102170	91394	92657	102170	91394	92657	102170	91394	92657	102170	91394	92657	102170	91394
22	107432	102672	88030	95362	113807	92657	102836	93956	92657	92657	102836	93956	92657	102836	93956	92657	102836	93956	92657	102836	93956	92657	102836	93956	92657	102836	93956	92657	102836	93956	92657	102836	93956
23	107432	102672	88030	97863	113807	92657	103500	93956	92657	92657	103500	93956	92657	103500	93956	92657	103500	93956	92657	103500	93956	92657	103500	93956	92657	103500	93956	92657	103500	93956	92657	103500	93956
24	107432	102672	88030	97863	113807	92657	104165	93956	92657	92657	104165	93956	92657	104165	93956	92657	104165	93956	92657	104165	93956	92657	104165	93956	92657	104165	93956	92657	104165	93956	92657	104165	93956
25	107432	102672	91309	100362	116083	92657	104831	96519	92657	92657	104831	96519	92657	104831	96519	92657	104831	96519	92657	104831	96519	92657	104831	96519	92657	104831	96519	92657	104831	96519	92657	104831	96519
26	110612	102672	91309	100362	116083	92657	105251	96519	92657	92657	105251	96519	92657	105251	96519	92657	105251	96519	92657	105251	96519	92657	105251	96519	92657	105251	96519	92657	105251	96519	92657	105251	96519
27	110612	102672	91309	100362	116083	92657	105689	96519	92657	92657	105689	96519	92657	105689	96519	92657	105689	96519	92657	105689	96519	92657	105689	96519	92657	105689	96519	92657	105689	96519	92657	105689	96519
28	110612	102672	91309	100362	116083	92657	106089	96519	92657	92657	106089	96519	92657	106089	96519	92657	106089	96519	92657	106089	96519	92657	106089	96519	92657	106089	96519	92657	106089	96519	92657	106089	96519
29	110612	102672	91309	100362	116083	92657	106509	96519	92657	92657	106509	96519	92657	106509	96519	92657	106509	96519	92657	106509	96519	92657	106509	96519	92657	106509	96519	92657	106509	96519	92657	106509	96519
30	110612	102672	91309	100362	116083	92657	106928	96519	92657	92657	106928	96519	92657	106928	96519	92657	106928	96519	92657	106928	965												

*Continued from Page 2*

days after retirement. Because of shrinking class assignments, many part time faculty are considering retiring but continuing to work in order to supplement their diminishing earnings.

The symposium offered part time faculty from the Southern California area an opportunity to meet, talk, and, yes, complain about how they are treated and how they can improve part time faculty conditions at their campuses and across the state. Only a concerted and unified effort from part time and full time faculty will bring change to the California Community Colleges.

### **PCCFA FACULTY SURVEY (2012)**

*Please take note of PCCFA's Faculty Survey that tallied 226 total respondents. In addition to the significant amount of faculty input, the written comments are quite revealing. Clearly, there is a strong sense of distrust regarding shared governance issues and related topics. An atmosphere of frustration and outright anger prevails. Most critically, a full 80% of respondents (181) checked the box "Vote of no confidence for PCC President." The PCCFA looks forward to working closely with the Senate on matters that affect us all faculty, staff, and students.*

#### **Survey #3**

"Rocha and the Board are destroying the good at PCC. The non-administrators need to come together to fight, resist, and not comply with the moves that are knee-jerk and idiotic. We do not seem strong enough to fight the Administration yet."

#### **Survey #7**

"What's happening on campus is disgusting. Our college has been taken over by a thug who bullies faculty and staff, who mismanages major construction projects (U-Bldg fiasco), and who orders campus police to assault students and faculty. We need to get rid of this guy!"

#### **Survey #8**

"Alignment/Realignment is being discussed without full inclusion."

#### **Survey #9**

"Many of our best faculty, those who are not partaking in the power grab, are quietly looking for other jobs. The faculty a PCC will be fundamentally changed if something is not done this year to change the climate on campus. Thank you for your efforts. I would like to see the results of this survey publicized."

#### **Survey #11**

"All of these actions are great, and I will participate in any/all of them! The only reason shared governance is broken is that ADMINISTRATION refuses to honor the process. Shared governance works until the point of administrators making decisions. Then it breaks down. Thus, the administration is the problem."

#### **Survey #22**

"Walk-outs, strikes, picket protests do not garner sympathy from the public and ultimately are not constructive. I support action--especially in regards to legal challenges of Brown Act violations."

#### **Survey #25**

"The actions of the PCC President have been disgusting. But I do not support the approach taken by some PCCFA (Board) members as a group or privately. I feel that encouraging students to show up to Board meetings or take a prominent role in PCCFA meetings, like the one in August, has been counterproductive and has hurt the faculty position. The PCCFA has had a role in the breakdown in shared governance. I did not sign the petition circulated by the "progressive" faculty, which was a political ploy. I do not trust the PCC Board/President. I don't trust the Academic Senate Leadership, I do not trust the FA Leadership. I will not participate in any faculty job action until a more responsible and responsive position is taken by academic/faculty leaders."

#### **Survey #30**

"It's very sad. When people cannot be heard, they withdraw into their jobs and disappear from campus when class is over. Collegiality takes a hit in the shins."

#### **Survey #31**

"A true survey provides the opportunity to let opinions be shared. All this paper does is provide the option to agree with a predetermined set of opinions. Where do I mark if I am in favor of working together for the benefit of our students? What if I agree with canceling winter? BTW, how are negotiations going?"

#### **Survey #32**

"Our time should be wasted on committees if our recommendations have no actual bearing on policy. If this is to be a dictatorship, don't insult out intelligence by busying us with committees to decide on this or that."

#### **Survey #35**

- 1) Whatever is deemed illegal, pursue immediately.
- 2) Whatever is counter to negotiated policy pursue immediately.
- 3) Do not threaten, just do it.
- 4) For every problem, create a solution."

#### **Survey #37**

"The students come to PCC for the quality of instruction and delivered by the staff. They do this to either gain meaningful employment or transfer to a 4 year college. To reduce contact time without students is counterproductive and to change calendars and reduce the ability of a student to complete required classes twice a year is the same. A walkout or sickout should only be a last resort. Shared governance is what brought us the 4 session plan and only shared governance should change it. Shared governance is a part of accreditation which we have never passed on accreditation, we are being guided away from this vital concept. The administration is out of contact and out of control!"

#### **Survey #40**



"I don't think any of these actions would make the situation any better. It'll only create more uncertainties. I feel strongly that the union needs to move forward and come up with the strategies to cope with our new schedule/calendar."

#### **Survey #45**

"I am personally upset with the admin's poor decision to change the calendar so late in the day. But I am also upset with our union representation. While this survey is a move in the right direction, where is the choice for faculty who support what admin has done? This survey is biased towards those who disagree w/ admin. It will not be a truly representative survey. And I will not support any action that robs me of a day of instruction w/ my students!"

#### **Survey #47**

"There is one other avenue to pursue. We should make our case that the administration (and the Board) are ignoring shared governance during the next accreditation process. Hopefully the accreditation team will at least make a recommendation that this be rectified."

#### **Survey #52**

"We should pursue the legality/illegality of this."

#### **Survey #53**

"It would help if a list of possible repercussions to each of these actions is listed on your Faculty Assoc. website respective to adjunct part timers. We already fear speaking out against the most menial or mundane concerns that we are all mute in order to keep our jobs or not face being 'scheduled off' the calendar whenever we may rub someone the wrong way."

#### **Survey #54**

"Really need a new board, then we can get rid of the president."

#### **Survey #55**

"Pursue violation against AB 1725 through legal means."

#### **Survey #56**

"Another aspect of this is the difficulties changing the calendar causes for those of us P/T who teach at several schools. Calendars don't match. Can't continue Spring session at one school, start summer session at another, for example."

#### **Survey #58**

"I'm not sure what good any of this will do, as our administration has repeatedly proven that it will lie to us, ignore us, and cram policies down our throats. I love PCC, and I can't believe that things have gotten so shitty so fast. More often than not now, as I'm walking to work, I'm thinking 'what fresh hell awaits me?' I'm tired of feeling so demoralized."

#### **Survey #63**

"I appreciate this survey!"

#### **Survey #67**

"This is the worst condition that I have seen that PCC has been in. The morale is at an all-time low, there is no trust, nor respect. There is no respect for tenured faculty who worked so hard in building the reputation of the college. Now it's being destroyed by a crooked dictator. He should be forced to leave PCC."

#### **Survey #68**

"I'd love to see a document with an overview of Shared Governance at PCC. What committees currently model shared governance? What do faculty want shared governance to look like at PCC? As someone relatively new to PCC, I feel that I need more context to guide my thoughts on what actions are appropriate and promising."

#### **Survey #74**

"We have a management crisis on this campus. The board fails to recognize their fiduciary [sic] duty to the tax payers. The managers are not prepared for their positions. The new accreditation [sic] is already in jeopardy."

#### **Survey #76**

"I vote no confidence for the PCCFA President! Get over it & move on! A trimester is not a problem."

#### **Survey #78**

"This survey is so one-sided. It presumes that I am unhappy about the administration changing the calendar, which I am not. I would like the FA to accept that we will be starting Spring on January 7th and use this change to negotiate for some improvements to our contract. Let's use this change to our advantage rather than bitch about it."

#### **Survey #79**

"I support the New Calendar. I support healthy dialogue. I do not support "finger wagging" or the FA's "tone." My students come first, why not spend some time & energy on improving teaching + learning instead of complaining about the calendar + the president."

#### **Survey #80**

"Our president is dishonest, this should be made public."

#### **Survey #81**

"It seems the faculty + students are being bullied. There should be discussion about how much \$ this really saves and who is being hurt. We are a quality institution because of faculty + students. Not admin."

#### **Survey #87**

"Rocha stated to Kinesiology Div. that shared governance was keeping him from doing what 'he' wanted to do. Rocha has made his own instructor/coach hires when AS told him that no hire was recommended. Rocha has driven me to seek work at a different community college. Therefore, I am not here in the afternoons and evenings to support the above actions. I hope you will review Rocha's actions and learn why this Board hired him to come in here to change everything. Is this not being done to us because Rocha wants to move up to a Chancellor position? What is Rocha doing to Summer I and Summer II?"

#### **Survey #93**

"I don't believe it is worth pursuing the issue of Winter Cancellation even though it wasn't handled ethically. We should drop it and concentrate on the future and its problems/challenges."

#### **Survey #94**

"Let's fight back now!! File suit against the Board for Brown Act violations."

**Survey #125**

"I will support any legal, ethical & moral action that will contribute to an end to this present administration and/or its tactics. However, a word of caution, I have been at this institution over 35 years. I have served for 5 years as a union rep on this campus. We are not dealing administrators or educators here. We are dealing with a CEO & business associates. These people will not be swayed by pickets and editorials. On the contrary, this just feeds their power hungry gigantic egos. Like all business men, they are only influenced by money. Votes and pickets have been used here on campus in the past to no avail. The BOT obviously knows of our discontent. They don't care. A job action is the only thing that will work and knowing this administration, the faculty needs to be prepared for retaliation."

**Survey #126**

"I am sick of all the changes taking place. They are too numerous and too unilateral. Rocha is running all of us, faculty, and students, into the ground. Classified are not fans either. He needs to get the boot before it's too late. BOT should be replaced as well. They are in Rocha's back pocket and vice-versa."

**Survey #127**

"This is all so unfair, disruptive to student success & illegal. It shows students that there is no justice in this country & what they are working for is useless because it can all get washed away in a second."

**Survey #128**

"My students (advanced level) have told me the UC's will NOT accept ANY "Summer Session" courses because the UC's cut-off consideration for transfer credit deadline is the end of Spring semester (whatever the Spring dates are those spring term ending dates always determine their 'cut off;' for admissions). Therefore, the "Winter Intersession" allows students to transfer those units & get transfer and admissions credit, but if students are counting on the first summer session to help them with units for transfer & required courses--they won't have that available to them when the new calendar structure is in place! That is what students are telling me."

**Survey #132**

"The campus atmosphere is at an all-time low. Students are angry + underserved. Academic freedom is quickly being eliminated. The relevance of our mission is undermined & I question the benefit of a community college education for students. Sadly, I am considering leaving the college after 23 years of service."

**Survey #133**

- Vote of no confidence is overdue. Best if the other campus unions will do the same.
- The FA needs to hire PR/Legal professionals--need to get support from public.
- Strike-type actions will make things worse for students & turn public opinion against us."

**Survey #134**

"I do not support any action that further jeopardizes student programs--no walk-outs, sick-ins, etc."

**Survey #135**

"- None of the above!

- Negotiate a reasonable compromise!"

**Survey #136**

"it is great to write and create a timeline with historical facts, but I am afraid that all of the above actions will only stonewall any viable negotiations."

**Survey #137**

"How about you, FA---same. You got elected on the base of .6% monthly charge--yet right away you went to the old 1%. The election was not valid!"

**Survey #139**

"I really believe that the pursue of further negotiations is necessary. I don't think we should strike or have student walk-outs since that time is better spent educating our students. This process should not involve students, student walk-outs, or preventing faculty from teaching their courses."

**Survey #140**

"I wish I could commit to more but there is so little attention paid to adjunct issues that I have little solidarity with preserving other people's access to intersession classes or change to an admin structure that has actively excluded me. When FTers talk in front of me about how I don't deserve health benefits because I have no commitment to the college, then I indeed have no commitment--and certainly not to them. This is the first survey I've received from you in 12 years of employment, I believe. Frankly, I'm fine with change. That means my summer starts sooner."

**Survey #141**

"No confidence in leadership of the college. It is as bad as Paulette Perfumo."

**Survey #142**

"The morale on the campus is horrible + we are ashamed to be associated with PCC--too much spending on unnecessary things. Why do we as faculty need to go to C & I to change things if it takes a year, where the administrators can change anything anytime? (Bad - Bad)."

**Survey #143**

- "Not all programs are treated equally.
- President has been rude to our Division members
- CEC campus and programs treated as second-class
- Need a president who truly cares and not just provides lip service
- 'In hope & heart.'"

**Survey #144**

"Thank you for pursuing these unacceptable conditions."

**Survey #145**

"Shared gov is important, but it's not a good reason to stall negotiations. We can address the district's negligence later, but get the contract finalized. However, you need the campus' feedback to gauge majority opinion to direct your negotiations. For example, if it was discovered that--despite the shared governance issue--the majority of faculty were still in favor of the new calendar, what would be the FA's response? We need a comprehensive survey to ascertain this. This survey is inflammatory and pointless."

**Survey #146**

"How about negotiate in a professional manner, in good faith."

**Survey #147**

"I think the problem of the intersession is overstated. Pursue a more civil and less hostile conversation with administration. Advocate change through democratic means."

**Survey #148**

"No action that will have a negative impact on students. No faculty flu. No walk-out of classes. No withholding of grades."

**Survey #149**

"Faculty Flu & Walk-out/Strike hurt students -- not in favor."

Very disappointed in BOT and our President. When Dr. Rocha said "shared gov. process is broken," I agree. Dr. Rocha broke the system. Changing the calendar in the middle of the year is so disruptive for everyone. I remain stunned and mystified. FAQs on this matter posted on the website do not make sense.

The atmosphere here is somewhat toxic. Some great programs are managing to proceed but this chaos is dragging us down. Reflects poorly on our 'crown jewel.' "

**Survey #150**

"Get term limits for Board of Trustees. Five (5) to ten (10) year terms and no more."

**Survey #152**

"Morale on campus is hideous -- very depressive. Make Rocha accountable for his misdeeds!"

**Survey #153**

"CEC is the unwanted ugly stepchild. Fire Rocha! Morale? What is that? Does depression count?"

**Survey #154**

"It has become the circus of the absurd! Need leadership (President who cares. Needs to spend less time "tweeting" and more time 'meeting.' "

**Survey #155**

"My stomach turns from the tone of this form! This ain't no survey! I'd love to recall the union reps, and have new people, who actually do positive work replace them. Surely, the administration has been at fault too, but this stubborn, vitriolic non-sense needs to end! I'm ashamed that I'm an FA member."

**Survey #156**

"This is not a transparent campus as they could like all to believe. Decisions are already made + decided by one (the president)."

**Survey #162**

"Stop using students for faculty purposes. They have very legitimate grievances, worse than those of the faculty, but should not be used as a way of supporting faculty issues. Noisy protests are counter-productive. They aggravate the Board and make the President seem like he is more reasonable than the faculty. Figure out a way to make him blow up in public and embarrass himself. It shouldn't be too tough."

**Survey #163**

"I am aprt-time faculty but I teach at several schools. They all shared a similar academic calendar. With PCC's change I will be impacted financially and academically. It will have a negative impact on my life and work. It is not easy to juggle multiple schools just to make a living. This makes it even more difficult."

**Survey #164**

"While I'm not a huge fan of our president or how he's handled things, I would never support a strike or a walk-out because what matters most is my students and my classes. I feel like I never have enough time with my students so there's no way I'd sacrifice a day for 'political' unrest. Also, I applaud PCC for increasing its reserves because when Prop 30 doesn't pass (which I'm sorry, I don't believe it will) and the state cuts our funding even more, I still want to get paid--that's what the reserves are for."

**Survey #168**

"I completely agree, the shared governance process was subverted and the situation is also made worse because faculty and staff were encouraged to spend time in discussing & planning (reorganization, calendar) when it appears there was no intention to follow these ideas & decisions approved by vote. Wasting time, money, & good will is not productive. However, I don't agree that the measures listed above would be helpful or productive at this time."

**Survey #174**

"Why do administrators love multi-million dollar computer programs nobody on the faculty asked for?"

**Survey #176**

"Thank you!"

**Survey #180**

"I am dismayed by lack of negotiation on the part of the union. Belligerent behavior and encouraging students to show up to protest is not serving us. Winter intersession is a done deal so move on!"

**Survey #202**

"We shall pursue a majority vote of no confidence on the current PCC president and remove him from office."

PCC needs new leadership in administration."

**Survey #203**

"I would like to use their violation of Shared Governance as a negotiation tactic. Since they failed to let us give out input, they should give us what we want in terms of allowing us to count the summer trimester as one of our semesters for a full-load and for letting us have more overload."

**Survey #204**

"PCC needs to remain solvent. I support the President."

**Survey #206**

"Please negotiate and end the combative tone that serves the interests of no one."

**Survey #207**

"By the time the issues have reached the Board, it is too late. Action needs to be taken earlier in the process."

**Survey #208**

"The President is a Egotistic Asshole—Remove the current President and work with a new one."

**Survey #211**

"I'm pleased that my union is not just assuming the fetal position."

**Survey #213**

"I think this survey is biased. I think the President does not believe in shared governance but it's hard to participate in shared governance in a crazy hostile environment."

**Survey #215**

"Would suggest sending the violated issues to the Accreditation Commission. [Barbara] Beno has taken on San Francisco on governance issues—all the newspapers on the issue—maybe that's what we need. S.F. has 90,000 students. I don't think she can shut them down but the threat has really shaken them up."

**Survey #216**

"Google has many bad reviews of PCC! I'll do whatever we decide."

We can picket the homes of the BOT. I think escalating actions + making a public plan of escalation is important, but we need to have a clear goal—I don't see that here.

We want to shared governance restores so that we have what?

In order to generate public support, we need a definable goal the public understands + supports—more classes—no wasteful increases for administration."

**Survey #218**

"I would like to see the FA make the loss of Winter 2013 a concession to preserve overtime, overload in Fall, Summer and Spring terms."

**Survey #219**

"Some of the more aggressive actions would be necessary if shared governance continues to be ignored. The first 3 violations listed on the 1st page seem related enough to count as 1. I say 3 strikes + he's out."

**Survey #220**

"I will not participate in any protest against the administration. The administration is trying to put students first, which I encourage the FA to do as well. Without students, there can be no faculty. Without faculty there can be no Faculty Association."

Thank you for trying to determine the faculty's positions on something, but I really would prefer to be asked about the current negotiations and whether I think the FA should accept the proposals from the administration. While I know you don't care to hear my opinion on the matter, I think that the administration is being reasonable and generous in its negotiations, and I really wish you would stop fighting about

the damn calendar and sign a contract that puts students success front and center."

**Survey #222**

"Effective Dec '12 or soon, I plan to leave PCC. I am someone who needs an ethical leadership. I am adjunct faculty. Dr. Kossler, Dr. Scott & Dr. Sugimoto had a respectful decorum and I miss that element at PCC."

**UPCOMING MEETINGS**

**November 19, 2012**

*Academic Senate Board Meeting*  
3PM - C-233

**November 29, 2012**

*Academic Senate Carnegie Townhall*  
12PM - Creveling Lounge

**December 6, 2012**

*PCCFA General Meeting & Holiday Luncheon*  
11:30AM - Creveling Lounge

**December 12, 2012**

*PCC Board of Trustees*  
7PM - Creveling Lounge