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**PCCFA General Meeting**

**Thursday, September 13, 2012  
11:30AM-1:00PM  
Creveling Lounge**

**EMERGENCY ALL-CAMPUS MEETING**

**Save Winter Session! No Furloughs for Staff! Unite against District Cuts!**

Responding to a PCC Faculty Association's (PCCFA) call for an "Emergency All-Campus Meeting," over 150 faculty, staff and students packed the PCC Vosloh Forum, Wednesday, August 1st. They were responding to a message from FA Secretary, Paul Jarrell in his "Negotiations Update" that outlined numerous disturbing actions by the district, including bullying, threats of staff furloughs, lay-offs of hourly workers, and freezing of faculty Step and Column increases.

The meeting featured a brief review of FA/District negotiations by FA Negotiating Team Co-leader, Julie Kiotas, and a budget synopsis by FA Negotiations Team member, Rod Foster (see below). Faculty and staff were particularly incensed that the district would attempt to divide us by demanding the FA sign a Memo of Understanding (MOU) that would cancel Winter session 2013. If the FA refused to sign, according to the district's attorney, Gail Cooper, the district would invoke ten furlough days in early 2013 for Classified Staff. The August 1st meeting requested full input from the campus community.

A robust chorus of faculty, staff and student voices articulated their steadfast unity as we go forward together. Some discussion of the academic calendar ensued and several viewpoints were shared. For its part, the FA refuses to accept any calendar change (e.g. eliminating Winter, 2013), without a college wide discussion for at least a year. The College Calendar Committee, Co-chaired by FA Director Krista Walter, had months ago signed off on the 2012/2013 academic calendar that maintained the Winter session 2013. At the meeting, students noted that any change at this late date would be an undue hardship on their course planning. The Associated Students has taken a formal position to retain the present calendar (see below).

A number of experienced faculty and staff argued that we should never sacrifice long term institutional integrity for short term budget expediencies. We find it very inspiring that so many attended the late summer meeting, showing their respect for PCC's institutional integrity and their commitment to collegial solidarity. Stay tuned as we start the fall semester.

In an effort to provide greater access to this meeting for individuals who were unable to attend, the PCCFA is providing a video recording of the meeting's live stream. Please follow the link below:

**<http://www.ustream.tv/recorded/24401622>**

## **PCCFA and Academic Senate Solidarity**

PCCFA salutes the new Academic Senate Leadership. The August 1st mass meeting capped off an exhilarating week of solidarity. On Monday, July 30th, newly elected Academic Senate leaders invited FA leadership to share issues of concern. While agreeing that the two faculty organizations have separate missions, we pledged a new era of solidarity. We will sign a statement of mutual understanding that pledges each to work together in a collegial manner. This leadership meeting ushers in a new commitment of shared vision, common goals, and mutual respect. The Academic Senate Leadership is to be commended for initiating this precedent setting endeavor.

Well done Senate leaders: Dustin Hanvey, AC Panella, Dan Haley, and Jessica Igoe!

## **UPDATED SUMMARY OF BASIC BUDGET ISSUES**

1) The District is, according to its own negotiators, "hoarding cash" and increasing its reserves during this time of fiscal crisis in Sacramento. As incredible as it would seem, even in the worst case scenario (meaning the tax initiative in November would fail to pass), the district would have record reserves!

A. The district concedes that it will have slightly more than \$20 million in reserve when deferred moneys are paid by Sacramento this fall. The \$20 million would represent the greatest amount of cash reserves in the history of the college.

B. This figure would also represent the greatest percentage of total budget in the history of the college (approximately 19%). Note that state guidelines suggest 3-5%. Thus the percentage of reserves is four times what would be fiscally prudent.

2) The district is cutting 578 classes from academic year 2012/13 (approximately \$3 million)

3) The district seeks to "hire or replace" forty "essential administrators and staff." Most alarming is that it will fill or create seventeen administrative positions with titles of Executive Directors (four positions), Deans (eight positions), Supervisor (one position in Human Resources), Associate Dean (two), Assistant Dean (one). Finally, a position of Internal Auditor/Compliance Officer-Executive will report directly to the Board of Trustees. Hiring a total of seventeen managerial staff is hardly the austerity model the District wants the faculty, staff and students to endure.

4) President Rocha will receive a 5% raise this year per his contract.

5) The District seeks to end the Winter Session, convert to a Trimester and Carnegie hour, and eliminate Full Time Faculty Overload.

6) The District threatened the FA Negotiations Team with a Memo of Understanding (MOU) that if we did not accept the unilateral elimination of Winter Session, the Adm would place Classified Staff on furlough for ten days.

7) The District proposed that "All step/column increases effective July 1, 2012 are suspended until July 1, 2013." Despite the fact the FA rejected the proposal, Lori Cortez in Human Resources told faculty in early July that they were not eligible for the routine increases—a violation of current contract. Upon FA protests, the District reversed the practice and called faculty who had been denied their increases. Note if you have been denied a Step/Column increase, contact the FA office immediately (#7261)

8) The District seeks to have the Academic Senate increase class size by 20% (from 29 to 35 students).

In short the District seeks to use the Sacramento crisis as a negotiations tactic, to cajole and frighten us into accepting cuts and give backs. However, we should not be fooled into accepting this crisis mentality. PCC has the funds but chooses not to spend them on academic programs, staff needs, or student well-being.

## **ASSOCIATED STUDENTS RESOLUTION ON WINTER INTERSESSION**

On July 25, 2012, Associated Students voted on reaffirming the following standing resolution to support winter intersession over a trimester academic system.

<b>RESOLUTION #0012 ON THE PROPOSAL FOR A TRIMESTER CALENDAR SYSTEM</b>
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WHEREAS, ASPCC understands the important value and need for a short-term winter intersession period for purposes of transferring, jump-starting students towards completion, and sometimes course repetition;

WHEREAS, ASPCC believes that making such a drastic calendar change at the same time as a drastic structural change in the form of realignment is the best way to cause maximum upheaval and disruption to a students completion timeline;

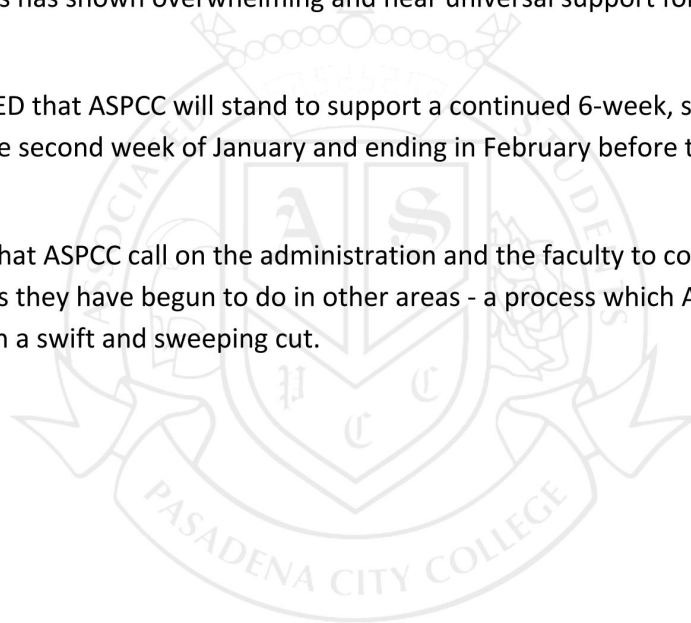
WHEREAS, ASPCC believes that making such a drastic calendar change the semester before its implementation gives no opportunity for students to prepare and reorder education plans in advance of winter's removal;

WHEREAS, once again, ASPCC notes that this was not placed in front of the shared governance groups of 2011-2012 for any consideration before it was placed at the bargaining table;

WHEREAS, every survey, opinion poll, public comment and town hall comment performed or received by ASPCC in the last few years has shown overwhelming and near universal support for a winter intersession on campus;

THEREFORE BE IT RESOLVED that ASPCC will stand to support a continued 6-week, short term winter intersession to begin in the second week of January and ending in February before the Spring Semester is due to begin;

BE IT FINALLY RESOLVED that ASPCC call on the administration and the faculty to consider smart and strategic calendar and scheduling as they have begun to do in other areas - a process which ASPCC believes will preclude the need for such a swift and sweeping cut.



Resolution #0012 passed by unanimous vote of the member present of the Executive Board of the Associated Students of Pasadena City College on Wednesday, March 21<sup>st</sup>, 2012

## **PCCFA LETTER TO BOARD OF TRUSTEES**

The following is a copy of the letter by FA President Roger Marheine to the Board of Trustees before their July 18th meeting.

July 18, 2012

Members of the Pasadena City College Board of Trustees:

I am writing to you as the President of the PCC Faculty Association (FA). The FA urges you in the strongest possible terms not to take action on critical items in your agenda packet<sup>1</sup> (pages 53-56) regarding significant austerity measures that would undermine collegial functions and cause great hardship to faculty, staff, and students.

On July 12th, 2012 at the college's Budget Resource and Allocations Committee (BRAC) formerly co-chaired by Vice President Van Pelt, Dr. Rocha presented the faculty and staff members of the committee with an ultimatum. In fulfilling their fiduciary and collegial responsibilities, BRAC members rejected Dr. Rocha's draconian proposals which included massive cuts, layoffs, and furloughs.

Dr. Rocha declared that BRAC was merely an 'advisory' committee that he would henceforth ignore. He has not only unilaterally destroyed BRAC's fundamental collegiality that had been well established for over a year, and one that he had initiated upon his arrival. He has also presented dubious fiscal interpretations. The FA questions the fiscal assessments, partly because they remain the assessments of former VP Van Pelt. Indeed, Dr. Rocha presented a budget assessment of the calendar year 2011, not fiscal year 2011-12. That assessment thus clouds the financial issues; indeed it presents a woefully inadequate representation of the District's financial conditions.

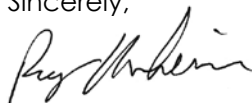
The FA would be happy to share with you our fiscal assessments. We can demonstrate that the District has sufficient funds not to cut any further programs, intersessions, or class sections. Also, we certainly question recent raises granted to administrators, and we question the plan to hire a significant number of new administrators while cutting back in many other areas. A freeze on administrative hiring can be the only appropriate action.

Finally, District negotiators and the FA team met last week, again the past Monday, and are meeting today (at noon). On Monday (July 16th), we were shocked that after nearly two hours of discussion over a variety of topics, the District's negotiators revealed a stunning reversal of their initial proposal that we were to review. Today as we meet, the FA will rigorously reject such austerity measures that are not anchored in fiscally responsible assessments.

Further we insist that basic collegial deliberations and good faith be maintained. Unilateral declarations during a period of contractual negotiations constitutes bad faith bargaining and will only risk the ire of all faculty, staff, and students.

On behalf of the PCC Faculty Association, I urge you in the strongest possible terms to reject Dr. Rocha's unduly austere program of cuts that would severely hinder the college's functions. I look forward to communication with all of you in the days ahead.

Sincerely,



Roger Marheine,  
President, PCCFA

<sup>1</sup> [http://www.pasadena.edu/meetdocs/board\\_15471\\_C.pdf](http://www.pasadena.edu/meetdocs/board_15471_C.pdf)