THE AFA Dialogue has been created to air concerns of all faculty. The AFA Update will continue to be the factual voice of the AFA, while the AFA Dialogue will encourage conversation and publish opinions about work place issues and political concerns. We invite any faculty member to submit letters, articles, or opinion pieces. AFA reserves editorial prerogatives.

You can an Open Forum for Faculty at Santa Rosa Junior College

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AFA’s brain drain has begun. Currently, all of the 11 regular faculty and 5 adjunct faculty representatives on the AFA Executive Council are over 50 years old. While they all think more and more about retirement and health issues, they also can recall what it is like to have children, be new, have technology change, etc., during any teaching year. Since the AFA Council represents all faculty, it is important to have newer faculty members on the Council to articulate the needs of the newer faculty.

The AFA Council has begun to plan for a transition from the current older council, negotiating team, and grievance officers to a younger team of leaders in the next three years. We need 30-something and 40-something faculty to step up to the plate to begin to plan for where you want SRJC working conditions, salaries, and benefits to be in 10 or 20 years.

(continued on next page)
Young Leaders (continued)

In Fall 1988 I joined the SRJC faculty. I was in my late 30’s. Within two years SRJC was unionized, and I was doing small jobs for AFA. I gave input into the writing of the original leave policy, namely I spoke of sick leave and bereavement leave for people living in your household who were not necessarily relatives. Next I decided that domestic partners’ health benefits was important to me and to SRJC, so I began a seven-year process of working to get them. I began by telling AFA through their annual survey what was important to me. Next I ran for the Council. I volunteered to serve on the District-wide Fringe Benefits Committee. Eventually I ran for Vice President of AFA and then President, where I worked on the negotiation team. The Board of Trustees finally granted Domestic Partner benefits the semester I was on sabbatical. At the Board meeting where it was finally approved, four of the five AFA Presidents who had worked for that benefit were there.

What will it be like to serve with the “old folks?” For a year or two you will get to work on small projects the Council has or work on large projects you care deeply about, but others may or may not know about. Your colleagues will learn about you, the kind of work you do well for AFA and SRJC, and your SRJC passions. You will be asked to do more and/or back-up a soon-to-be retiring officer. Then, when a major AFA officer retires, you will find yourself being asked to be a leader.

So, come join me on the AFA Council as we work to keep SRJC a place where faculty are respected and valued for the important work we do.

Meet Noreen Evans on St. Patrick’s Day

Thursday, March 17
5:15 pm - 6:15 pm
Newman Auditorium

Set aside St. Patrick’s Day, Thursday, March 17 from 5:15 pm to 6:15 pm, in Newman Auditorium, to meet Noreen Evans, our 7th District Assemblymember to the California State Legislature. Noreen plans to let us know her thoughts and hear our concerns about four items in the proposed 2005-06 State budget: the Adjunct Medical Benefits Program, adjunct office hours, adjunct parity pay, and changes to the CalSTRS Defined Benefit Plan. She will take questions as time permits.

Cost $723/month for similar coverage. Of course, these are current costs. Who knows how high they might have climbed by 2008 when their COBRA coverage expires?

This is why you must let the District and the State know how much these benefits mean to you and why you must lobby, write letters, and VOTE when the time comes to make a decision on whether or not to ratify the AFA agreement with the District.

Sobering (cont.)

FACC Lobby Day
Monday, March 14

Join the Faculty Association of California Community Colleges (FACCC) in State Capitol Room 112

Speakers include:
Senators Jack Scott (D-Altadena) and Robert “Bob” Dutton (R-Rancho Cucamonga); and Assemblymembers John Laird (D-Santa Cruz); Sam Blakeslee (R-Santa Maria); and Lori Saldana (D-San Diego).

Lobby Day is free. See the Lobby Day Agenda at www.facc.org.

Call (916) 447-8555 for more information.