PFF NEWSLETTER

PFF’s Semester Updates

Letter from the Co-Presidents

Dear Faculty,

The Spring Semester is here and we have been facing a lot of challenges - Omicron, face-to-face classes starting online for the first three weeks, and low enrollment, among other concerns. But as always, the Palomar Faculty Federation is here to look out for you!

Over the Winter Intersession we were hard at work negotiating several MOUs to provide compensation for faculty faced with extra work, lobbying for lower class minimums, and making sure our working conditions were safe for face-to-face teaching. This Spring we’ve already held contract “listening sessions” and we’ll have member workshops, and (COVID permitting) some in-person Meet-and-Greets to share issues of concern with our Trustees, college administration, and colleagues. We hope to see you at some of these.

As the pandemic wears on, we know you will continue to do your best for your students, and we promise to do our best for you. Please let us know how we can help!

In Unity,
Barbara Baer and Teresa Laughlin

THE UNION’S GRATITUDE WORK

It was the Union’s pleasure to start off the 2021 holiday season with a Turkey Distribution on campus! Together with CCE, the San Diego-Imperial Counties Labor Council, the Ironworkers and other local Unions, students, and The Palomar Foundation we gave produce, non-perishables, and a turkey to almost 500 families. Cars began lining up by 6:30am on the Saturday before Thanksgiving and weaved their ways through the highly organized setup. At this same event we collected hundreds of toys from Palomar employees for the Labor Council’s Toy Drive!

For the fifth year in a row, PFF offered grocery gift cards to its first 200 members that signed up. Some needed the cards for themselves and some shared with students, family, and friends in need.

2021 saw the most requests we’ve had for help with children’s holiday gifts. Five PFF members requested help for a total of 11 children, and your membership helped us provide generous Target gift cards for every request.

Volunteers bagged hundreds of sacks of food for the distribution, and campus’s “Star Turkey” herself helped in the efforts!
PFF Special Projects: Pay Problems and Parity

PFF periodically dedicates resources to resolving issues our members confront. We are currently turning our attention to two major issues: problems with compensation (NOHE, tracking issues, late payments, etc.) and the need for parity in both compensation and working conditions for our part-time colleagues.

The Pay Project is headed by Nicole Siminski (FT, ESL) with the assistance of the PFF Co-Presidents. We hope to streamline the NOHE system and negotiate stricter timelines for pay. We also are looking to have the District set up a system where faculty can view and track their pay. Please take our survey to let us know of any pay-related issues you have experienced, as we are keeping track.

For the Part-Time Parity Project, PFF has appointed three Eboard members: Shelbi Hathaway (FT, Math), Anastasia Zavodny (PT, Economics and Business), and Andre Pitts (PT, Speech). They have been creating guidelines to help PFF achieve parity for part-time faculty in all areas the Union has the right to bargain for, such as pay scales, office hours, pay for shared governance, and health benefits. We are also working closely with the Faculty Senate’s PT Parity Workgroup. Our Parity Project will soon launch on our PFF website, where more information will be available.

PFF member and award-winning artist, Jay Schultz, has created the excellent graphics the campaign will use!

Part-Time Health Insurance

Did you know that very few of our part-time faculty have health insurance through the college? And the few that do need to carry a rolling 45% load, pay 25% of the cost themselves, cannot get coverage for dependents, and have access only to a Kaiser plan that is a lower level plan that is below what is offered to our full-time faculty?

What can be done? Everyone can sign this letter to the State Legislature. Due to intense lobbying by CFT, the Governor has placed $200 million in his proposed budget to create a statewide PT faculty health insurance fund. We have to make sure this stays in the budget, so that healthcare costs can be moved away from individual colleges who have difficulty funding it. Part-time faculty, please complete this survey, as it will provide very useful data to argue our case. PFF will be providing incentives for those who respond, so if you are a part-time faculty member, keep an eye out for our email.

PFF Academic Scholarships to be Awarded to PFF Family Members this Spring

See the qualification details here and look for our application dates soon!
Announcing the 2022 Member Awards

We will soon call for your nominations for this year’s Union awards! Each recipient is awarded $500 and a plaque from PFF. Start thinking now about whose names you might submit for these awards:

Union Supporter
A person who regularly attends Union functions and volunteers time when asked.
Criteria:
• Attends eboard meetings and other Union functions
• Is responsive to requests for additional aid to our Union
• Not an eboard member

Community Champion
Someone who has worked to make our College and larger community a better place.
Criteria:
• Initiated programs or activities that benefit our students, staff, and/or community members
• Demonstrates social justice awareness
• Not an eboard member

2021 was our inaugural award year, and we are so proud that Lisette Lasater was elected Union Supporter and Hossna Sadat Ahadi was elected Community Champion!

2022: an Election Year for Boards at Palomar College

Even-Numbered Years = Palomar Election Years

Did you know that Palomar elects new Trustees every two years? Did you know that the census requires the District to redraw its district boundaries?
There’s a lot going on this year!
Trustees from areas 2 (Garcia), 3 (Rodriguez), and 4 (Raju) were just elected in November, 2020, and areas 1 (Evilsizer) and 5 (Miyamoto) hold elections in November, 2022. Area 4’s elected Trustee stepped down in the Fall of 2021, and per its policy the Board appointed an Interim to serve until the 2022 election. There will now also be a 2022 election for an area 4 Trustee to serve from November, 2022-24 (the remainder of the standard term).

PFF is currently seeking candidates for areas 1, 4, and 5. Anything more to say about that can only be communicated directly to members at their off-campus email/phone/home address or, of course, in person.

To be in the know while furthering faculty solidarity, be sure to join PFF here. If you’re already a PFF member and ready to become a COPE member, visit here!

What Does it Take to be on the PFF Executive Board?

As happens every spring, PFF’s holds elections for some of its Officer and Executive Board Member seats. This spring truly stands out, however, because after five absolutely fantastic years at the top, our Full-Time Co-President, Teresa Laughlin, is stepping down. We will miss her brave leadership while celebrating her accomplishments and wishing her some real relaxation!

Along with the Full-Time Co-President seat, elections will be held for:
• Treasurer (per the Bylaws, this is filled by a Full-Time faculty member)
• One Full-Time position
• Two Part-Time positions
• Two At-Large positions (filled by either FT or PT)

More information and the Call for Nominations has been emailed to your @palomar.edu address!