



ADJUNCT FACULTY UNITED, LOCAL 6106,
CALIFORNIA FEDERATION OF TEACHERS,
AMERICAN FEDERATION OF TEACHERS,
AFL-CIO

August 2015

Volume 14 Issue 3

AdFacts

Success! Adjuncts get a bonus, a raise and steps

After a hard-fought battle, the AdFac Negotiations Team has reached a tentative agreement with the district regarding the successor agreement. The terms of the agreement are as follows:

Article 11 (Salary)

2014-2015 Academic Year

Off-Schedule Bonus

6% one-time off-schedule bonus for the 2014-15 academic year for **credit** instructors, counselors, and librarians who taught during the Spring semester based on your total wages in Spring 2015.

9% one-time off-schedule bonus for the 2014-15 academic year for **non-credit** instructors or counselors who taught during the SCE Spring trimester based on your total wages in Spring 2015.

2015-2016 Academic Year

Salary Schedule Increase

An across-the-board salary increase of **six percent (6%)** will be applied to Adjunct Faculty Salary Schedule A and B effective August 24, 2015 and Schedule C effective September 14, 2015.

An additional Step will be added to the Adjunct Faculty Salary Schedule A and B effective August 24, 2015 and Schedule C effective September 14, 2015.

(Note: The additional step represents an increase of **4%**.)

Step 0 of the Adjunct Faculty Salary Schedule A and B effective August 24, 2015 and Schedule C effective September 14, 2015 shall be zeroed out. Existing Unit Members compensated on Step 0 will be moved to Step 1 on the effective dates specified above. New Unit Members will be compensated at Step 1 on the effective dates specified above.

Salary Schedule Increase

An across-the-board salary percentage increase equal to the **funded COLA** for the 2016-17 academic year. If the District enters into a salary settlement for the 2016-17 academic year with the NOCCCD United Faculty Association in excess of the percentage of funded COLA for the 2016-17 academic year, NOCCCD agrees to reopen formal salary only negotiations for the 2016-17 academic year within 30 days of full ratification of the agreement with United Faculty.

(continued on p. 4)

Inside this issue:

Bonus, Raise & Steps	1
President's Corner	2
AdFac Elections	3
Grievances	4
Friedrichs v. CTA	5
Kaye Lennon Scholarship winner	6
Tips for New Part-timers	7
Parity for Adjuncts!	8



Special Points of Interest -

- New Members
- Step/Column Increases
- Welcome Back Party

Part-time faculty member to her department: I'm pregnant and will deliver in September! NOCCCD: Great! Thanks for telling us—we'll take your name off the schedule (You're fired). "You won't get sick pay, so just put your feet up and relax, enjoy your time off." (AdFac is investigating this situation—please watch for the next edition of this newsletter for more details.)

AdFac elects new officers for 2015-2017

Last Spring, AdFac held elections for the following positions on our Executive Board. Officers are:

Natasha Bauman, Co-President
Kent Stevenson, Co-President
Tonya Cobb, Vice President I, Cypress
Brenda Carpio, Vice President II, Fullerton
Manjit Grewall, Vice President III, School of Continuing Ed.
John Terranova, Secretary

Others on the Board include: **Catherine Whitsett, Chief Negotiator; Pete Christenson, COPE Chair; Frank Perez, Public Relations, Judi McDuff, Acting Treasurer; and Denny Konshak, Grievances.**

Officers are elected for a two-year term. They must attend monthly Board meetings, participate in union business and activities, be dedicated team members, and teach in the NOCCCD.

I teach political science at Cypress and Fullerton Colleges and women's studies at CSULB. I have been with the District since 2011 and an AdFac member since 2012. I attended Pomona College as an undergraduate and UCI for graduate school. Like many of you, I am a freeway flyer, driving from one campus to another. As adjuncts, we work hard to serve our students despite being underpaid and having little-to-no benefits or job security. After attending the CFT Convention as a delegate this year, I decided to join the team working for equitable treatment and pay on our behalf. I want to represent our interests and continue pushing for ways to improve our working conditions, pay and job security.



I graduated from CSU, Dominguez Hills, with a master's in English. I've been an educator for 18 years. Nearly all of my career has been spent in adult education where I train and mentor teachers, implement new programs, and coordinate accreditation processes. I'm keenly aware of the successes and challenges that contingent faculty face. I am a longstanding member of that district's union and have also been a site rep. I also taught at CSU, Fullerton. I'm headed into my third year of teaching credit ESL at Cypress College. I was recently elected as one of three adjuncts to the Cypress Academic Senate. We are continuing to reach out to adjuncts to represent them and affect positive change for students.

Congratulations to all!

Welcome, new AdFac members!

Spring 2015

Laura Billiter, SCE, ESL
 Hana Kim, SCE, LEAP
 Jenifer Silveira, CC, Dental Hygiene
 Whitney Youngren, FC, Sociology
 Miriam Henan, SCE, LEAP
 May Jong, CC, Art

Summer 2015

Barbra Erickson, FC, Anthropology
 Khuong Do, CC, Court Reporting
 Michael Ng, CC, ESL
 Behrang Toubak, CC, DSPS
 Kristin Perez, SCE, ESL
 Bobby Rimas, FC, Paralegal
 Steve Rosa, CC, Dance
 Lauren Johnson-Covan, SCE, LEAP

Fall 2015

Emilia Creanga, FC, Nutrition
 Ian McHugh, FC, Philosophy & Religion
 Lindsay Zappas, FC, Art
 Cristina Arellano-Duenas, FC, Counseling
 Clare Adams, SCE, DSPS

Kristine Clancy, CC, Communications
 Nicholas Gil, CC, English
 Shannon Roe, FC, Political Science
 Jesse Montes, CC, Sociology
 Sarah Stimps, SCE, LEAP
 Ann Warren, CC, English
 Kaelin Lee, FC, Fashion
 Christine Waugh, FC, Counseling
 David Tieu, FC, Counseling
 Raylene Sosa, FC, Counseling
 Douglas Havard, FC, Engineering
 Taleen Seropian, FC, Counseling
 Rema Ghuloum, CC, Drawing/Painting
 Rocio Diaz, FC, Counseling
 Olivia Barajas, FC, Counseling
 Rebekah Celaya-Silva, FC, ESL
 Matthew Cook, FC, Music
 Kaylan Rasch, FC, Counseling
 Shellise Berry, SCE, Creative Arts
 Kristin Campbell, CC, Theater
 Emad Faltas, FC, History
 Karen Francisco, CC, Language Arts
 Kimberley Gallagher, CC, Biology
 Jana Heyman, FC, English
 Michael Malley, FC, ESL

Marianne O'Barr Persinger, FC, Art
 Chen-I Su, CC, Language Arts
 Daniela Gutierrez, CC, Art
 Brian Hattenbruck, CC, Culinary Arts
 Nadia Gabaldon, FC, DSS
 Ivann Martinez, CC, Biology
 Rebecca Osborne, CC, Biology
 Saul Moctezuma, FC, Phys Ed
 Raquel Roman-Morfin, FC, For. Lang.

Welcome back, returning members!

Arnette Edwards, FC, Counseling



The Grievance Corner

Evaluations

by Denny Konshak



AdFac has been pressing the district to do part-time faculty evaluations as per state law and has finally gotten the district to agree to obey the law! So now you can expect to be evaluated within your first two semesters and then at least once every six semesters thereafter. Expect to be evaluated on a more regular basis in a professional manner. Remember, every evaluation should include student evaluations (and you can get the raw data after the end of the semester, which you want in case any questions/complaints later arise). If you are looking for a full-time job, having had a good evaluation and recommendation from a respected full-timer could be helpful when applying.

Preferred Consideration and Class Requests

AdFac has filed a grievance on behalf of a part-time faculty member who has regularly been teaching three classes but was only given two for Fall 2015. As a “preferred consideration” part-time faculty member, you are **entitled** to three classes (IF you request them on the official form (unless all classes going to part-timers have been spoken for by more senior part-timers). “Preferred consideration” means that you have taught at least a 33% of a full-time load (5 credits) for 4 of the 6 previous semesters (or the equivalent for non-credit). This status gives you priority for future assignments.

Be aware of your rights — stand up for your rights!

(New adjunct agreement continued from p. 1)

An additional Step will be added to the Adjunct Faculty Salary Schedule A and B effective August 22, 2016 and Schedule C effective September 12, 2016. (Note: The additional step represents an increase of **4%**.)

11.5 Nursing Faculty Clinical Compensation

Effective August 24, 2015, the nursing faculty clinical practicum will be compensated at the lecture rate.

Article 1 (Agreement)

This Agreement shall cover the 2014-2015, 2015-2016, and 2016-2017 academic years, and shall terminate June 30, 2017.

The Agreement of July 1, 2013 – June 30, 2016 shall be extended in its entirety until June 30, 2017 except as expressed and modified herein.

Negotiations for the 2014-2015, 2015-2016, and 2016-2017 academic years are closed;

The Parties agree to start the negotiations process for 2017-2018 by November 30, 2016.

Article 7 (Working Conditions)

Unit Members shall regularly check their NOCCCD-issued email account a minimum of once a week and shall use their NOCCCD-issued email account for conducting NOCCCD business.

Unit Members serving on Academic Senate, District Consultation Council, Technology Coordinating Council and Council on Budget and Facilities shall be compensated for their service on these committees and shall not serve on more than one committee per semester.

Adjunct Senators shall be compensated for attending Academic Senate meetings, and the Unit Member shall be compensated for attending Council on Budget and Facilities, not to exceed four hours of pay per month at their regular rate, except Credit Instructors at the lab rate.

The Unit Member shall be compensated for attending District Consultation Council, and the Unit Member shall be compensated for attending Technology Coordinating Council, not to exceed two hours of pay per month at their regular rate, except Credit Instructors at the lab rate.

Article 9 (Evaluation)

Unit members shall be evaluated at each school where they teach classes or are assigned in accordance with current evaluation procedures.

The AdFac Executive Board voted **unanimously** to approve the tentative agreement.

Thanks to your AdFac Negotiations Team: Pete Christenson, Manjit Grewall, Denny Konshak, Catherine Whitsett

Court decision threatens America's working families

Friedrichs v. CTA—What is it?

It's a suit brought by plaintiffs recruited by the anti-union law firm Center for Individual Rights. The US Supreme Court will hear the case in October. Ten teachers from schools districts represented by CTA are arguing that: "fair share" fees, or "agency shop" provisions in union contracts, abridge their First Amendment right to freedom of association, and should be banned throughout the public sector; and employees should have to opt in, rather than opt out, to be a union member instead of a non-union member. Union members pay full dues to support all union activities, including collective bargaining, political and legislative work, and organizing. Non-members pay fees to support just collective bargaining-related activities. If both parts prevail, new school employees would default to being non-members who pay nothing to the union for representation of any kind.

"The Supreme Court is revisiting decisions that have made it possible for people to stick together for a voice at work and in their communities—decisions that have stood for more than 35 years—and that have allowed people to work together for better

public services and vibrant communities.

"When people come together in a union, they can help make sure that our communities have jobs that support our families. It means teachers can stand up for their students. First responders can push for critical equipment to protect us. And social workers can advocate effectively for children's safety.

"America can't build a strong future if people can't come together to improve their work and their families' futures. Moms and dads across the country have been standing up in the thousands to call for higher wages and unions. We hope the Supreme Court heeds their voices." (*Joint statement issued by the leaders of AFT, NEA, CTA, AFSCME and SEIU.*)

What's at stake: unions' ability to represent members effectively

The success of Friedrichs would cripple the ability of unions to unite the voices of their members and to fight on their behalf in both the workplace and through legislation.

Some adjuncts are receiving step or column increases in 2015 — will you?

Salary step advancement

Every year, adjuncts can move up a step if eligible. Last year, we negotiated an additional step for **credit (4 steps) and non-credit (3 steps) adjuncts**.

All new District hires start at the bottom step (1) and move up a step after two years of service. Since the credit schedule has 4 steps, after six years credit adjuncts should be at the top. SCE has only 3 steps so they should be at the top in four years.

The District will not automatically move adjuncts up a step; you have to apply before the August deadline each year.

Step increase forms can be filed **anytime throughout the year** but must reach Human Resources before the second Friday in August each year. So, if you're not sure you are eligible for a step increase, call HR (714-808-4820, -4823, or 4825) and find out your present placement and when you will be eligible. If you are, complete the form and return it to District Human Resources, 1830 W. Romneya Dr., Anaheim, CA 92801. **Do not send it to our union office.** After your application is approved, your salary will be increased starting with Fall's first paycheck. Next year, we will have one more step for both credit and non-credit. *Note: In two negotiation sessions, we got 3 additional steps. We were shooting for 10.*

Salary column advancement

If adjuncts take additional courses, they can move columns on the salary schedule.

Credit instructors: Col. I is for minimum qualifications (usually a Master's) and up to 36 semesters beyond that. Col. II is for those with 36 or more semester units beyond minimum quals. Col. III is for doctorates.

Non-credit instructors: Col. I is for minimum qualifications. Col II is for a Master's degree or higher.

If you have been taking classes and earn enough to move columns, call Human Resources and submit proof.

To move columns for next year, all documents must be

submitted to Human Resources by the second Friday in August. **Column Advancement only occurs once a year.**



Save on education expenses with Union Plus. The rising cost of higher education can be a real barrier to union families who want the best for their kids. Union Plus offers annual scholarship awards, discounts on college test prep courses and college counseling, plus grants to help erase college loan debt. Don't let money complicate your family's college goals. Turn to Union Plus for help.

Save the union way at
UnionPlus.org/AFT



You are cordially invited
to our Adjunct
Welcome Back Happy Hour
Friday, September 11, 2015
5 ~ 7:30 P.M.

Come on out ~ Meet and greet the AdFac staff!
Get acquainted with fellow part-timers
from Cypress, Fullerton and SCE!

Music

Prizes

Food

No-host Cash Bar

Fullerton Elks Lodge

Hilltop Banquet Center, 1400 Elks View Lane, Fullerton

RSVP by September 4

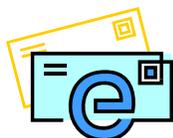
(714) 526-5759 or union@adfaced.org



Please check your e-mails and mailboxes

Sometimes adjunct faculty fail to open and read their e-mails. While some of these e-mails are unimportant (e.g., the Bursar's office will be closed from 1 to

3 PM on Thursday), some really are important. For instance, not long ago, several e-mails were sent announcing disaster preparedness drills. While it may indeed be true that we get no warning of, say, an earthquake, it would be extremely helpful to know what to do in such a situation, which *is* the reason for conducting such drills. In other words, let's try to be proactive rather than reactive. Our contract requires us to regularly check our mailboxes and e-mails.



**Adriana Ortega wins
Kaye Lennon Scholarship
2015**

Congratulations to Adriana Ortega, an ESL SCE student at Cypress College. She is the 14th winner since the scholarship program began. Adriana plans to continue her studies at Cypress College this fall. Last year's winner was Vivian Pham, an ESL student.



Each year, AdFac awards the \$500 scholarship to a deserving student in SCE who wishes to continue his/her education at Fullerton or Cypress College the following semester. The scholarship is named after a long-time SCE teacher who was an ardent advocate for her students. She was a member of the original AdFac negotiations team who lost her life to cancer.

Ms. Ortega received her scholarship at the SCE Scholarship Award Luncheon on May 1 at the Anaheim campus.

Tips and useful info for our new part-timers

Your salary—

- ◆ Is about 40% of what a full-timer is paid for the same class with paychecks at the end of September, October, November, and the first day of January.

Your fringe benefits—

- ◆ Sick leave accumulates at the rate of 1.3 hours per each 18 hours taught and accumulates from semester to semester—some of it may be used for personal leave (such as bereavement).
- ◆ STRS retirement—the District contributes, you contribute, BUT it takes 5 years full-time equivalent to "vest" (have rights to a pension). Of course, your actual pension is based on earnings so, while it's nice to have the money, it will not be a generous amount. You could have opted for PERS if you had been a member previously or opted for Social Security. Getting a STRS pension will offset (lower) your social security if you qualify for that program. If you leave STRS before the 5-year vesting period, you get YOUR money back (not the college's contribution).
- ◆ EDD—between semesters/trimesters and in summer, you can collect unemployment compensation, since you are hired and fired each and every semester/trimester. Check future newsletters for more information; you could get hundreds of dollars during winter break.

- ◆ Medical—Several years ago, the District Board of Trustees granted medical reimbursement to those who have no insurance BUT have to have worked at least 33% of full-time (full-timers work 15 credits per semester, so a single three-credit class is 1/5 or 20% of a full-time load) for 3 of the previous 5 semesters. (For noncredit, you must have worked for 5 of the previous 9 trimesters.) So keep this in mind if you stick around—you can get up to \$1,596/fiscal year.

Note: In order to qualify for this reimbursement, you must not be otherwise eligible for or enrolled in health care coverage, as an employee, spouse, domestic partner, or dependent, under a health insurance program sponsored or paid, in full or part, by another employer.

- ◆ Priority for rehire—is another future benefit for newcomers. After teaching at least 33% for 4 of the previous 6 semesters, part-time faculty have priority for available classes in their department, with some caveats. See Article 6 of the contract for particulars.
- ◆ Teaching resources—see Article 7, Working Conditions, of the contract (on www.adfacunited.org). A main condition is that you have the same access to resources and media (red ink pens for English teachers, etc.) as the full-time faculty in your department.

AdFac is your union and we welcome your participation. Call 714/526-5759 and volunteer your skills now.

Assignment request forms

Don't forget to complete an Adjunct Faculty Academic Assignment Request Form. There are four forms, one for college credit instructors, one for college credit counselors and librarians, one for noncredit (SCE) instructors, and one for noncredit (SCE) counselors. Forms **must** be completed and turned in one year in advance.



For example, the form requesting classes for the Fall 2015 semester must be turned in no later than the first instructional day of November 2014.

The form requesting classes for the Fall 2015 SCE trimester must be turned in no later than the last instructional day of the previous fall trimester (2014).

Here's how to access the request forms: go to the District's website at www.nocccd.edu. Once at the website: Click on Departments, then Human Resources, then Union Contracts, and finally, click on the desired assignment request form.

The forms may be completed online and printed out. Please *do not* complete one form for two separate semesters, and be sure to complete all parts of the form. Physical copies of the forms will **not** be maintained in division offices.

Be sure to keep a copy of the form for your records.

Important Dates:

2015 Executive Board Meetings

August 14	September 18
October 16	November 20
December 11	

Members are welcome to attend the board meetings which begin at 12:30 p.m. at the AdFac office, 305 N. Harbor Blvd., Suite 313, Fullerton.

In the Villa del Sol
305 No. Harbor Blvd., Suite 313
Fullerton, CA 92832

Phone: 714/526-5759
Fax: 714/526-5337
Email: union@AdFacUnited.org

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TEACHERS, AFL-CIO**



“Without the right to freely organize and bargain collectively, workers have no say in their own destiny.”

—Stanley M. Smith

Promoting Parity for Adjunct Faculty

MARK YOUR CALENDAR NOW —
Friday, September 11, 2015
5—7:30 PM
AdFac's Welcome Back Happy Hour