

AdFacts

CFT Convention 2017 forges union's path forward

Inside this issue:

CFT Convention 2017	1
President's Message	2
New Members	3
Scholarships	4
Re-Hire Rights	5
AdFac Elections/ Breaks	6
Evaluations/ Unemployment	7
Parity for Adjuncts!	8

The 75th Annual CFT Convention was held March 31-April 2 at the Sheraton Grand Sacramento Hotel. Three delegates from our union attended, along with about 500 from other state locals. The fact that the first day of the convention fell on Cesar Chavez Day was fitting considering the theme of the convention: Organize. Resist.

The convention was also highlighted by biennial elections, with current leadership receiving overwhelming support for another term.

March for immigration rights

Day One of the convention featured an all-delegate march through the streets of the state capital in support of immigration rights. Hundreds of CFT members and supporters walked to the west steps of the state capitol building, with a stop at the Sacramento ICE Field Office. The delegation held rallies at both stops.

"We are here to show that educators and the entire community will stand together to ensure that our schools remain safe places of learning for all our students," said CFT President Josh Pechthalt.

Resolutions and policy

Delegates took action on 23 policy resolutions on topics ranging from community schools to immigrant rights. Highlights include Resolution 1, calling for CFT to provide assistance to members about immigration enforcement; Resolution 14, calling to reclaim the promise of racial equity for Black males in California; and Resolution 13, calling for support of AROS and the statewide day of action on May 1.

Dozens of workshops on Friday and Satur-



Guest speaker Tony Thurmond, an assembly member from the East Bay, offered inspiration on public education, single payer healthcare and immi-

day, led by CFT leaders, staff and outside experts, brought educational policy and labor issues before the attendees.

Popular topics included "Climate Justice 101: How to Talk About the Climate Crisis with Students and Members," "The Many Facets of Fascism" and "The New Friedrichs Cases and the Steps CFT is Taking to Prepare."

Meetings, reports, awards

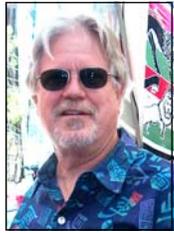
In addition to the statewide union, four division councils of CFT met; Secretary Treasurer Jeffery Freitas delivered a report on the union's finances; communications awards were handed out in an entertaining presentation by CFT staff Jane Hundertmark and Kevin Cronin; the Legislator of the Year award was bestowed upon Assemblymembers Kevin McCarty and Phil Ting; Melinda Dart of Daly City's Jefferson Elementary received the Women in Education Award; and former President of the San Jose/Evergreen



Special Points of Interest -

AdFac Secretary
CFT Convention
CFT Day of Action
Kaye Lennon Scholar-

President's Corner



Hello Adjuncts,

I hope you are all having a good spring semester, and had a restful (or maybe exciting!) spring break last week. Your union negotiating team has been hard at work trying to hammer out a strong new three-year contract. We are very happy to announce that if you are up for a step increase, this will be the last time you need to fill out a form because the district has signed off on automatic step increases starting next year! And discussions are looking favorable for some sort of flex program that offers reimbursement for adjunct participation in a range of events. We will also be looking at district policies on insurance reimbursements, and are continuing

our work with Human Resources to iron out impediments to an assured, and timely, evaluation process for adjuncts.

We are very appreciative of everyone who responded to our survey and the incisive comments that were made. It's something we are, and will be, referring to in determining our positions on issues before the district and AdFac.

Given some of the things that are going on in this county at this time, it is critical that our students know their instructors are on their side. Adjunct Faculty United is tremendously proud of the job our adjuncts do in supporting our students. Know that your union is dedicated to pursuing policies that support the work of our adjuncts in providing an excellent education and a safe, secure, learning environment for all of our students in the NOCCCD.



In other news from the Convention. . .

AdFac wins award—

Honorable Mention:

Best Newsletter

(Six+ Pages)

for *AdFacts* (Judi McDuff, Editor)

Meet Miriam, AdFac's secretary

In December, AdFac appointed Miriam Henan as Secretary of our Executive Board. She replaced John Terranova and will complete his term of office which ends in May.

Miriam Henan received her BA in Interpersonal Communication and a BS in Business Marketing from California State University, Long Beach. She then earned an MA in Organizational Communication from Abilene Christian University in Texas. Miriam recently obtained an MS in Gerontology from CSULB and is using the knowledge she acquired to instruct in the Older Adults Program through the School of Continuing Education.

Miriam is a gerontologist and advocates for older adults in all ca-



Proposition 98 funding is up \$2.1 billion from 2016-17 for a total of \$73.5 billion. Voters passed Prop 98 in 1988 to establish a minimum guarantee for funding schools and community colleges and it largely gov-

AdFacts is published by AdFac/AFT Local 6106, an affiliate of the California Federation of Teachers, American Federation of Teachers, AFL-CIO.

Editor Judi McDuff
Writers Judi McDuff, Denny Konshak, Kent Stevenson

Submission deadline: 10th of the month.

Letters to the editor must include your name, address, phone # and email.

E-Mail union@AdFacunited.org

President
Secretary
Executive Director
Grievance Chair
Negotiating Team

Treasurer
COPE Chair
Past President
Vice Presidents
Cypress College
Fullerton College

Kent Stevenson
Miriam Henan
Judi McDuff
Denny Konshak
Catherine Whitsett, Pete Christenson, Denny Konshak, Manjit Grewall, Miriam Henan
Justin Richardson
Pete Christenson
Sam Russo

Tonya Cobb
Zahra Ahmed

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/ tri-

mester. 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 re-

Welcome, new AdFac members!

Gary Binoya, CC, Health Science
Serena Potter, FC, Art
Mark Hamza, CC, Chemistry
Leland Simpliciano, CC, Counseling
Juan Amescua, CC, Sociology
Andrew Bridges, FC, Philosophy
Michael Goulding, CC, Photography
Lynette Tolentino, CC, Lang. Arts
Yelena Raysky, SCE, Counseling
Leah Brenier, FC, Library
Lawrence Fike Jr., FC,
Kristin Gibson, FC, Sociology
Emily Gordon, FC, Art
Barry Lyrse, CC,
Constance Orlicki, FC, History
Adriana Reza, CC, Business
Danielle Bejarano, FC, Counseling
Melissa Berry, FC, English
Vincent DeBiase, II, SCE,
Gwen Earle, FC, Business
Zelida Keo-Trang, FC, Psychology
Jacqueline Johnson, FC, English
Jessica Heffner, FC,
Tina Kinder, SCE, ESL

Sharone Williams, FC, English
Brian Powers, FC, Machine Tech
Jeremy Marion, FC, Biology
Elizabeth Herrera, FC, Biology
Desiree Robles, FC, ECE
Kennellie Ferguson, FC,
Edward Boone, CC, Nursing
Dorel Bacean, FC, CTE
Apollo Fraidany, FC, CIS
Cheryl Bucholtz, SCE, ESL
Amy Curran-Norton, CC, Fine Arts
Sarah Dougherty, CC, Art
Steve Tran, CC, CIS
Maria Haro, CC, Counseling
Sang Nguyen, CC, Business

Welcome back, returning members!

Guillermo Labrit, FC, For. Lang.
Dimitri Papandreu, FC, History
Joseph Estephan, CC, Math
Gordon Winiemko, CC, MAD

Assignment request forms

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

The form requesting classes for Spring 2017 semester must be turned in no later than the first instructional day of April 2016. The form requesting classes for Winter 2017 SCE trimester must be received no later than the last instructional day of the previous spring trimester 2016.

To access forms, go to the District's website, 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. Copies are **not** maintained in division offices.

Scholarships are available to students in 2017



For high school students and continuing college students

Raoul Teilhet Scholarship Program

About the scholarship program

The scholarships were established in honor of former CFT President Raoul Teilhet, the charismatic leader of the union during the 1970s when California education employees won collective bargaining.

About the scholarship awards

Scholarships of \$3,000 are awarded to students entering or attending a four-year university; \$1,000 scholarships are awarded to students entering or attending a two-year school. The awards are based on academic achievement, financial need, special talents and skills, participation in extra-curricular activities, and a 500-word essay on a social issue about which the applicant feels strongly.

Who is eligible to apply

Scholarships are available to graduating high school seniors and continuing college students who are children or dependents of CFT members in good standing, or children of deceased CFT members. High school seniors who received a Raoul Teilhet Scholarship are not eligible to apply for a continuing college scholarship.

How to obtain an application

To download a scholarship application, go to www.cft.org and click on Member Services/Scholarships. To obtain a photocopy of the application, contact your local union. To have an application mailed to you, call (714) 754-6638.

College applications must be post-marked by July 1, 2017.

For dependents and members—
Union-Sponsored Scholarships:

National Labor College Scholarship Program

The AFL-CIO awards scholarships to eligible union members

Kaye Lennon Scholarship 2017



Congratulations will soon be in order to a student in North Orange Continuing Education (formerly SCE) at the Anaheim campus. He/she will be the 16th winner since the scholarship program began.

Last year, Jou-I Lee, an SCE student in ESL and ECE, won.

Each year, AdFac awards a \$500 scholarship to a deserving student in NOCE who wishes to continue his/her education at Fullerton or Cypress College the following semester. The scholarship is named after a long-time continuing education 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.

This year's winner will receive his/her scholarship at the NOCE Schol-



UNION FAMILY PROGRAMS



**AT&T
DISCOUNTS***



**MORTGAGE
PROGRAM**



**CAR
RENTAL**



*Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit UnionPlus.org/aft or contact AT&T at 866-499-8008 for details.

Visit unionplus.org/aft





The Grievance Corner

by Denny Konshak

Why are re-hire rights important?

Negotiations 2017

State law was recently changed to mandate part time faculty have some re-hire rights. Previously, part-time faculty in the community colleges were “at will” employees under California state law, which means that they worked “at the will of the employer,” i.e., part-time faculty could be terminated at any time for any reason without any sort of due process, even in the middle of the semester or trimester. The new law is a game changer and a couple of examples can explain why.

New rehire language could protect you against minor bureaucratic mistakes on your part. For example, perhaps you submitted your grades a day late. Or perhaps you forgot to turn in your attendance sheets. Or, your syllabus was emailed to the appropriate person in the division, but somehow the records show that you did not submit your syllabus in a timely manner, and you have been told this means you would not be rehired



for subsequent semesters. Is this legal? Could AdFac defend you if this happened to you? Under our present contract, yes, it is legal, and no, Ad-Fac could do nothing. Under the new law, which is really a skeleton that is fleshed out in negotiations with the union, your negotiators hope to come up with a definition of rehire rights, which would distinguish minor transgressions of bureaucratic rules, giving you notice of such

transgressions and some time to remediate.

In 2013, the union handled a case of a part-time faculty member who was fired in the middle of the semester based on one single student complaint. He was a popular biology teacher who had been named Cypress College’s Teacher of the Year in 2009. When he was fired, the district investigated the student complaint by interviewing the complainer (and her mother, a non-student) but NOT him. In addition, the district never had the student put her complaint in writing. The union fought this dismissal, but lost—as an at-will employee,

CFT Day of Action

May 1 marks the CFT Day of Action. Sponsored by the Alliance to Reclaim Our Schools (AROS) together with labor and community partners, we will defend immigrants, workers’ rights and public education against the ideological, legal and budgetary plans of the new administration.

On May 1, defend the education that all California students deserve. Join in a day of action at your school site! You will be joining the CFT, the [Alliance to Reclaim our Schools \(AROS\)](#), students, community allies, and millions of labor voices across the country in an historic National Day of Action.

We are proud to stand up for the rights of our students, our co-workers and our communities. CFT will join with progressive organizations and community members throughout the state to protect our students, schools, and colleges. On May 1 we demand that all our schools:

- Welcome and include **ALL** children and their families;
- Provide a safe environment for immigrant students, their families and communities;



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 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. **And be sure to notify us if you have a new address and**

In a multi-hour class, how long are my breaks supposed to be?

by Denny Konshak

Confusion continues due to the change to 16-week semesters

A number of part-time credit faculty have asked AdFac about whether or not they have breaks, and how long they are supposed to be.

THE ANSWER IS HERE (though some arithmetical skills may be required).

Rule: The number of instructional minutes for a class is supposed to be the same whether it is taught in the 18-week semester (actually 17.5 because finals was considered a half week) or the “new” 16-week semester.

Rule: One pay hour is 50 minutes of clock-time teaching.

There is **no** rule that after 50 minutes of

teaching you have to take a 10-minute break.

Sample (from which you can adapt to your situation):

A three-credit course: used to be MWF 9 to 9:50 am for 17.5 weeks or 2,625 minutes of total teaching time. Divide the total teaching time by 16 to find the new per week minutes (164 minutes) and, if this course is taught 3 times a week, it should now be from 9 to 9:55 am.

But if this course is taught Tues –Thurs, then things become more complex: still need 2,625 total minutes per semester (which is still 164 minutes a week), so if you teach it twice a week, it should be 82 minutes a session—that is, if scheduled 10 to 11:30 am, it should be 82 minutes of

teaching and an 8-minute break (since the clock hours are 90 minutes in this sample). Note: if your chair scheduled the class from 10 to 11:45 am, you still only need to

teach for 82 minutes, so your break would be 23 minutes. If your chair scheduled the class from 10 to 11:20 am, you do not have a break (and are actually shorting the students 2 minutes!)

But if this course is taught once a week, perhaps Wednesday night, 6 to 9 p.m., then what happens? Again, you need 2,625 minutes a semester of teaching (still 164 minutes a week). So, since the class is 3 clock hours or 180 minutes, you have $180 - 164 = 16$ break minutes. The temptation here is to do the breaks at the end and let class out “early” – if your supervisor tells you not to do this, you need to comply.



Interested in getting more money, benefits, and better working conditions?

Want to help your part-time colleagues do the same?

Adjunct Faculty United, your part-time faculty union in the North Orange County Community College District, is looking for adjuncts to fill Executive Board positions for 2017-19. We want members who are enthusiastic, dedicated, motivated and want to see major improvements in their working environment.

This Spring, we are holding elections for the following positions on our Executive Board:

President
Secretary
Treasurer
Vice President, Cypress
Vice President, Fullerton
Vice President, School of Continuing Education

Officers are elected every other year for a two-year term. They are expected to attend all monthly

Board meetings, participate in all union business and activities, and work as dedicated team members, supporting Local 6106 for the two-year term. These positions include compensation.

To be eligible, a candidate must be a member-in-good-standing* of AFT Local 6106 and teach in the NOCCCD. All members-in-good-standing are eligible to nominate candidates and to vote.

Descriptions of the duties of each Board member can be found in our contract online: (www.adfacunited.org/Publications).

Notices of Nomination and Election of Officers were mailed to all members April 7.

If you are interested or you know someone who might be interested, please contact the AdFac office, 714-526-5759 or union@adfacunited.org.

District administration still out of compliance on evaluations

by Denny Konshak

California state law requires part-time community college faculty be evaluated once in the first year of employment and once every three years thereafter. Yet this district hasn't been following the law. Why haven't these evaluations been done in a timely manner? Take a look at the following timeline.

Timeline:

September 19, 2014: AdFac files a grievance against the district alleging the district has been remiss in doing part-time faculty evaluations.

June 17, 2015: the grievance is settled and an agreement is signed in which the district agrees to complete "all" out-of-date evaluations by June 30, 2016 – **thus giving the district a full year to catch up.**

March 30, 2016: AdFac's grievance chair sends the Vice Chancellor of Human Resources a memo that it does not look as if the district will come close to getting all evaluations done by the agreed upon date of June 30, 2016.

September, 2016: AdFac receives a report of completed evaluations. A random sample of 75 part-time faculty shows that 22 are not in compliance, which would be 29% of all part-time faculty. In addition, AdFac easily finds 171 part-time faculty who have never been evaluated (according to data supplied by the district), some of whom have been working for the district since 2007. The list excludes new hires who have not served a year. Clearly, the district has not met its obligation to have "all" evaluations done by the agreed upon deadline.

January 22, 2017: AdFac formally notifies the new Chancellor via memo and asks her assistance in solving the problem. She refers the problem to the Vice Chancellor for Human Resources, who meets with AdFac's President and asks for more time.

February 24, 2017: AdFac's Executive Board votes unanimously to sue the district in Superior Court if all evaluations are not completed by December 31, 2017. This date would be a **year and a half** after the district had promised to have them completed. The union has shown admirable restraint in this matter, but finally the district has to abide by the law.

Why would I (as a part-time faculty member) want to be evaluated?

The contract states that the purpose of an evaluation is to improve instruction, so you might possibly pick up some hints from your evaluator about how to become a better teacher. Most important, the evaluation is supposed to include student evaluations, so the voices of the students can be heard—in this regard, be sure to request the raw data since otherwise, all that goes into the formal records is the evaluator's summary, perhaps something insipid like, "Most students thought she was a good teacher." Having a student voice on record protects you against the random student complaint to the dean that maybe you let class out early quite often. To countermand the lone complainer, you could point out the fact that 35 students gave you an A on question #10: "Does the instructor make good use of class time?" An evaluation helps protect you against the random student complainer malcontent (whose probable actual complaint is that he didn't get an A). And some of your part-time colleagues have suffered from unsubstantiated complaints.



Get extra money this summer

As the semester/trimester winds down, AdFac reminds all adjunct faculty to call the Employment Development Department of the State of California at 800/300-5616 as soon as you have administered your last final exam.

Tell them you have been **laid off** (unfortunately, you have, even if your name is in the printed Fall Class Schedule, since "your" class might not fill or a full-time faculty might take it to fulfill his or her regular load).

Tell the caseworker you want to apply for unemployment compensation. If you are not working otherwise, you should be able to draw checks every week until the semester resumes in late August. The caseworker will need the name and address of your employer (NOCCCD) and may ask you, when you mention you are a teacher, if you have "reasonable assurance of continued employment." The answer is **NO**. (Full-time teachers do, but part-time faculty do **NOT**.)

If necessary, mention the **CERVISI Decision** (a community college part-time teacher who was denied, appealed, and won). The decision is codified in EDD Field Directive 89-55UI (in case the caseworker gives you a really hard time!). Of course, if the caseworker you initially talk to is obstreperous, you can always hang up, call back, and start the process all over again with someone who is more knowledgeable. Or apply online at www.edd.ca.gov/eapply4ui. Enjoy the summer!

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

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



*THE LABOR MOVEMENT:
"The folks who brought you the weekend."*

Promoting Parity for Adjunct Faculty

MAY 1 DAY OF ACTION

May 1st: Join the National Day of Action

DAY OF ACTION EVENTS

Los Angeles

11 am Rally in MacArthur Park

Organizers: Shut It Down LA Coalition

To learn more, go to www.cft.org

Important Dates:

2017 Executive Board Meetings

April 21

May 19

Members are welcome to attend the board meetings which

For AFT membership needs and information, go to: <http://www.aft.org/members>.

At this site you can register your membership card in order to take advantage of all AFT member benefits. Any changes to your account information (email, phone, or postal address) can also be made here. By keeping your information up to date, you will continue to receive updated benefits information