



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

August 2016

Volume 15 Issue 3

# AdFacts

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## Candidates vie for District Trustees seats

This Fall, four NOCCCD Trustees' terms expire. Molly McClanahan (Area 4) is unopposed so she will be appointed by the Board of Trustees. Jacqueline Rodarte (Area 5) is up for re-election. Steve White is running against Jacqueline Rodarte. Leonard Lahtinen (Area 2) is retiring, and Art Montez, Ed Lopez, and Ann-Marie Stinson are seeking his seat; and Barry Wishart is unopposed for Tony Ontiveros' seat in Area 7.



Those seeking election/re-election to the Board must reside in the Trustee Area for which they are running, and voters can vote on those living in any Trustee areas. Each trustee serves a four-year term.

The North Orange County Community College District is governed by seven elected Trustees who establish all policies that guide the general operation of the district. Trustees are responsible for the fiscal health of the District, which includes compensation increases, health benefits, and office hours for part-time faculty as we move toward parity with our full-time colleagues.

AdFac and United Faculty plan to meet with all the candidates soon. Our goal is to continue to elect faculty-friendly and staff-friendly Trustees.

Many thanks to Leonard Lahtinen for his years of service with the District and his fair and hon-



November 8

### Special Points of Interest -

- AdFac Wins Award
- Accrued sick leave
- Tips for New PTers

### On the November 8 Ballot

Prop 52 Healthcare	Requires voter approval of changes to hospital fees
Prop 51 Education	Authorizes issuance and sale of \$9 billion bonds for education and schools
Prop 53 Elections/Campaigns	Requires voter approval for projects more than \$2 billion funded by revenue bonds
Prop 54 Gov't. Accountability	A bill can't be passed until it's been on the internet 72 hrs.
Prop 55 Taxes	Extends temporary personal income tax increases on incomes over \$250,000 implemented by Prop 30
Prop 56 Tobacco	Increases the cigarette tax to \$2.00 per pack
Prop 57 Civil & Criminal Trials	
Prop 58 Education	Repeals Prop 228 of 1998, allowing for bilingual education in public schools
Prop 59 Campaign Finance	Approval of CA legislators' influence on federal issues
Prop 60 Adult Entertainment	Requires condom usage in CA-produced porno films
Prop 61 Healthcare	Payment for prescription drugs can't be higher than by the US Dept. of Veterans Affairs
Prop 62 Death Penalty	Repeals the death penalty in CA
Prop 63 Firearms	Prohibits possession of large ammo magazines and requires background check to purchase ammo
Prop 64 Marijuana	Legalizes marijuana and hemp and adds taxes

## President's Corner



Hello Colleagues:

I hope everyone has had a good summer whether you have been teaching summer school, taking a trip, or just relaxing. Your union has been on the job during these last three months advocating for some important issues including automatic step increases, a more clear understanding of pregnancy/sick leave policy, and either an on-line option or appropriate compensation for Sexual Harassment Compliance Training. I have been in communication with our Vice Chancellor of Human Resources, Irma Ramos, and she has assured me the district is working on ways to address these issues. Hopefully, they will be resolved this fall.

Also, we are making a concerted effort to enlighten the district about the importance of reasonable office hours both as an issue of fairness for our instructors and a critical student equity issue. Currently we are expected to hold office hours during the few minutes between classes. We all know this is ludicrously inadequate to address the profound influence that one-on-one time with our students has on success in the classroom.

We do have a few things to cheer about. Because of the additional step increases for which we previously negotiated, eligible adjuncts will receive a three percent pay increase this fall! And this month we will be going back to the bargaining table to re-open negotiations about additional compensation for adjuncts.

**Congratulations to Adjunct Faculty United for receiving the following award, presented at the August AFT Convention in Los Angeles:**

**“2016 Pride of the Union Award”**



**“In recognition of outstanding achievement in membership growth in 2015”**

*Note: This is the fifth time Adjunct Faculty United has*

We congratulate Cheryl Marshall,



Good luck, Leonard.



### 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 mail-

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**Judi McDuff**

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**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**

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Justin Richardson  
Pete Christenson  
Sam Russo**

**Tonya Cobb  
Brenda Carpio**

## 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](http://www.adfacunited.org)). A main condition is that you have the same access to re-

## Welcome, new AdFac members!

Denise Manzano, CC, Dental  
Dawn Butler, FC, Art  
Lila Dulac, SCE, Counseling  
Stephanie Arroyo, FC, Counseling  
Michael Tran, FC, Counseling  
Jessica Bailey-Blenman, CC,  
Huong Ho, FC, Counseling  
Lorena Villarreal, FC, Counseling  
Yvette Nguyen, FC, Counseling  
Elisa Lobaina, FC, Counseling  
Julie Law, FC, Counseling  
Raquel Michel, SCE, Counseling  
Jacqueline Willett, CC, Counseling  
Annette Bui, FC, Counseling  
Margaret Card, FC, Counseling  
Bradley Conrad, FC, Counseling  
Mia Davis, FC, Counseling  
Marianne Wolfe, FC, Counseling  
Amber Dinh, FC, English  
Ilinca Filimon, FC, Counseling  
Urias Garcia, CC, Counseling  
Vanessa Juarez, SCE, Counseling

Reyna Velarde, CC, Communications  
Chris Forsythe, CC, Communications  
Jennifer Carey, FC, English  
Hilario Torres, SCE, Counseling  
Jennifer Jacobs, CC, Theatre  
Sergio Gaudio, CC, Physics  
Jessica Tapia, FC, ESL  
Annette Park, CC, Math  
Giovanni Maggini, CC, Anthropology  
Henry Leonor, FC, English



## Welcome back, returning members!

Andrew Felton, FC, Phys Ed

## 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](http://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.

## The candidates air their views on education

### Donald Trump



- ◆ Encourage community colleges, just like four-year colleges, to focus on serving students who can succeed.
- ◆ Reject proposals for a state-federal partnership to make community college free for new high school graduates.
- ◆ Completely overhaul the federal student loan system, moving the government out of lending and restoring that role to private banks.
- ◆ Have all colleges share the risk associated with student loans. Further, the risk needs to be substantial enough to change the way colleges decide whether to admit students and which programs they offer.
- ◆ De-emphasize parent contributions to student loans and federal student aid and develop more of a partnership between the student, the bank and the college.
- ◆ Let the courts settle affirmative action.
- ◆ In the spirit of academic freedom, college administrators should speak out in defense of free speech and defend the right of students to express themselves, not condemn politi-

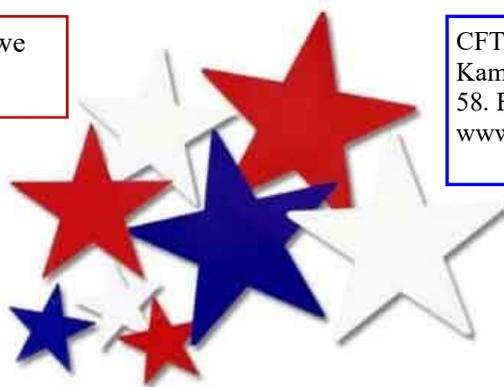
### Hillary Clinton



- ◆ Work collaboratively with educators. “It is just dead wrong to make teachers the scapegoats for all of society’s problems. Where I come from, teachers are the solution. And I strongly believe that unions are part of the solution too.”
- ◆ End the fixation on high-stakes testing. “I believe we need better, fewer, and fairer tests.”
- ◆ Address the impact of poverty on students. “The federal government’s job is to help deal with income inequity and its effects.”
- ◆ End tying teacher evaluations to student test scores. “I have for a long time ... been against the idea that you tie teacher evaluation, and even teacher pay, to test outcomes.”
- ◆ Hold charter schools accountable. “Charters should be held to the same standards, and to the same level of accountability and transparency, to which traditional public schools are held.”
- ◆ Increase college access and affordability. “We cannot con-

Editor’s Note: Today, Americans owe about \$1.3 trillion in student loans.

CFT endorses Hillary Clinton for President, Kamala Harris for US Senate, Prop 55 and Prop 58. For a complete list of endorsements, go to: [www.cft.org/get-involved/be-](http://www.cft.org/get-involved/be-)



Your choice, your vote  
November 8

### Adjuncts get more money this fall

Good news! Your paychecks this fall will be higher than last year’s. Effective Aug. 22 (Credit) or Sept. 12 (Noncredit), you will receive an additional 3% raise. Your union negotiated this increase last year along with the 3% increase for 2015-16. Check out the salary schedules on our website: [www.adfacunited.org](http://www.adfacunited.org), click on “Forms” and “2015 & 2016 Salary Schedules.”



# The Grievance Corner

by Denny Konshak

## Blindsided! School of Continuing Education arbitration hearing

### Who gets to pee when

AdFac had filed a grievance against the district October 16, 2015, when the non-credit ESL department had redesigned its 2 -½ hour class to add 5 minutes of teaching time per day (and no change in pay). A related issue was an assertion that during breaks faculty were “on the clock.” AdFac contested both these actions, the district denied the grievance on December 2, 2015, and the union proceeded to arbitration on April 27, 2016. In the administration’s denial of December, 2015, Vice Chancellor Irma Ramos had promised, in writing, a “clarifying memo” on breaks. The union contract also requires the Vice Chancellor to explain her denial of any grievance by explaining the “reasons therefore.” In spite of written and oral requests for the “clarifying memo” from the union AND a subpoena from the union’s lawyer, the district did not provide any clarification. The union had to enter the proceedings on April 27 not knowing the district’s position in spite of over 100 days having passed after the promised memo.

And then came the bizarre! Finally, at 4:30 in the afternoon on the first day of the hearing, the district revealed its position: It considers SCE part-time faculty to be paid by the clock hour, not the 50- minute instructional period considered standard throughout the district. Thus adjustments in teaching time (within the 60-minute period) result in no pay AND since part-timers are paid for the entire time, in multi-hour classes, one’s “break” is considered duty time, too. In addition, the district considers the passing time between classes also part of duty time! Thus, if you are teaching a n6 to 8:50pm three-hour class, the district is paying for the first 10 minutes of your drive home after class BUT any breaks are only student breaks, NOT breaks for the teacher (that is, and it has been reported to Ad-Fac that supervisors have asserted this, the faculty member is NOT to leave the classroom during “breaks”). Thus no bathroom breaks for part-time faculty. (Unless, of course, there happens to be a potted plant in the corner of the classroom. . . and you are a male who can be quick and discreet about it!)

AdFac **promotes parity** for part-time faculty with full-time faculty. Full-time faculty in the School of Continuing Education are paid on the basis of a 50-minute teaching period. If they were to teach an evening three-hour class, they would instruct from 6 to 6:50pm, take a break in which they could use the bathroom, teach from 7 to 7:50pm, take another 10-minute break in which they could use the bathroom, and then finish up by teaching 8 to 8:50pm. **YOU CAN TAKE A BATHROOM BREAK AS A FULL-TIME FACULTY MEMBER, YOU CAN NOT AS A PART-TIME FACULTY MEMBER.** At least this is a consequence of what the district is arguing in arbitration.

The arbitration is concluded, however, not in the union’s favor, because nowhere in the union contract does it explicitly state

over. AdFac continues to believe that an hour is a 50-minute instructional period and will fight for parity for part-time faculty. The union intends to negotiate specific language in the next contract that mandates a 50-minute teaching period for an hour of pay. Negotiations should start later this year and the union may need your help in pressing the district to recognize the 50-minute instructional period for BOTH full- and part-time non-credit fac-

Breaks are breaks???	
Full-time credit faculty	YES
Part-time credit faculty	YES
Full-time non-credit	YES
Part-time non-credit	NO



### On transferring accrued sick leave

According to Ed Code 44979, if you terminate your employment with another community college within the state of California, you have one year from the end of your employment to transfer your accrued sick leave to NOCCCD.

Your previous community college may retain your accrued sick leave and add it to your CalSTRS pension at retirement. However, there is a potential that the sick leave may be lost several years after you leave your employment.

Therefore, you should follow up with your previous community college to make sure that your sick leave is properly accounted for. The NOCCCD Payroll Department has a form on file that will facilitate the transfer of your accrued

## The Prop. 30 extension is now Prop. 55!

We know the name, now we know the number. The Children's Education and Health Care Protection Act is now Proposition 55! Previously referred to as the "Prop 30 Extension," Prop 55 has officially qualified for the ballot. This proposition will simply maintain an already in-place income tax rate on the state's wealthiest families to fund our schools and children's health care in California.

But getting on the ballot is only the beginning. Now the real work begins: getting Prop 55 passed. By voting YES on Prop 55, you'll help protect our



schools from losing \$4 billion dollars per year while improving access to health care for low-income children and their families.

This new initiative is more progressive than Prop. 30, retaining the three tiers of tax increases on the wealthy, and will not include a sales tax component. Prop. 30 sunsets in 2018, but the sales tax component sunsets in 2016.

In one of our best fiscal years in decades last year, the community college system received nearly \$1 billion in new revenue, which should produce ample compensation increases in all districts.

This bounty is due largely to our union's work in assuring the 2012 passage of Proposition 30, and an improving economy. Renewing Proposition 30 is essential to the future of public education and our state.

As we face a barrage of attacks on unions from nearly every quarter, continued strength and solidarity among our own members is essential if

### In the News . . .

#### CFT delegates at Democratic Convention

A number of CFT leaders attended the Democratic National Convention as delegates in their communities, including Secretary Treasurer Jeff Freitas. As with the rest of the California delegation, CFT delegates spanned the Hillary/Bernie divide and added their voice to the labor caucus, backbone of progressive politics in the party, as well as participating in LGBT and women's caucus events. They also witnessed a moving tribute to the AFT members killed at Sandy Hook elementary, and helped to construct the most progressive Democratic Party platform in many years.

#### AFT: Celebrating 100 years

On May 9, 1916, the American Federation of Teachers was founded in Chicago, when eight local unions joined and were granted a charter signed by AFL President Samuel Gompers. Since that day, AFT's strength has come from the diversity of its members—who now number 1.6 million—in all constituencies and from the proud history of its local and state affiliates.

AFT will spend the next year looking back on its history—its struggles, accomplishments, and proudest moments, in civil rights, women's rights and the evolution of the middle class—and cele-

## Making Memories and Staying Connected



Celebrate Labor Day with union member-only savings from AFT+.

**Savings on just about everything** from gift baskets to gift certificates. Discounted tickets to movies, plays, sporting events and theme parks. Great deals on car rentals, travel and more.

**Stay connected** with 15% off the monthly service charge of qualified AT&T wireless plans through Union Plus\*.

**UnionPlus.org/AFTDiscounts**



A Union of Professionals  
AFT+  
Member Benefits

\*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/ATT or contact AT&T at 866-499-8008 for details.

MMFD-08-03-16



You are cordially invited  
to our Adjunct Faculty  
Welcome Back Happy Hour  
Friday, September 16, 2016

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 9**

**For all your 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 and publications.



## Important Dates:

### 2016 Executive Board Meetings

August 19	September 16
October 14	November 18
December 9	



In the Villa del Sol  
305 No. Harbor Blvd., Suite 313  
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**ADJUNCT FACULTY UNITED,  
LOCAL 6106, CALIFORNIA  
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AMERICAN FEDERATION OF  
TEACHERS, AFL-CIO**



*"I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and, also, generally speaking, to secure their influence in the political field."*  
  
—Albert Einstein, 1938 AFT charter member,

**Promoting Parity for Adjunct Faculty**

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**MARK YOUR CALENDAR NOW —  
Friday, September 16, 2016  
5—7:30 PM  
AdFac's Welcome Back Happy Hour**