



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

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Volume 15 Issue 4

AdFacts

Success: Adjuncts get a raise and a bonus!

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We are sorry for the confusion about the 3% raise that was posted on the AdFac website and in our newsletter but wasn't included in your paycheck, and we thank you for your patience. We negotiated with the District for a better deal than the 3% and we think you will be satisfied with the results.



The AdFac Negotiations Team reached a tentative agreement with the North Orange County Community College District. This agreement covers the 2016-2017 academic year for salary only. District Trustees approved it on Nov. 8.

Article 11 (Salary) Salary shall remain unchanged except for the following amendment(s):

2016-2017 Academic Year

Off-Schedule Salary Adjustment for the Fall 2016 Semester and Trimester

Unit members who taught credit classes or performed counseling or librarian services at the colleges during the Fall 2016 semester will be paid an off-schedule bonus equal to **five point six percent (5.6%)**. This payment will be computed by calculating Fall 2016 semester service at **five point six percent (5.6%)** using the salary schedule rates in effect August 22, 2016. It will be included with the February 2017 paycheck.

Unit Members who taught non-credit classes or performed counseling services in the School of Continuing Education during the Fall 2016 non-credit trimester shall be paid an off-schedule bonus equal to **five point six percent (5.6%)**. This payment will be computed by calculating Fall 2016 trimester service at **five point six percent (5.6%)** using the salary schedule rates in effect September 12, 2016.

All off-schedule salary adjustments will be subject to retirement based upon member type (Classic/PEPRA).

Spring 2017 Semester/Winter 2017 Trimester

An across-the-board salary increase of **three point two five percent (3.25%)** will be applied to Adjunct Faculty salary schedules A and B effective January 29, 2017, and to Schedule C effective January 8, 2017.



Need health insurance? Don't miss open enrollment

Affordable Care Act Health Insurance Open Enrollment: Nov. 1 through Jan. 31

If you don't enroll by January 31, 2017, you won't be able to sign up for coverage unless you have a qualifying life event, such as getting married or having a baby. So, do it now!

Looking for ways to get involved? Want to have input in what we do?

We are preparing for negotiations with the District for a new contract and we want to hear from you. You can download the contract from our website: www.adfacunited.org, then click on Publications. Look through it for what you think we need to change. Email your ideas, proposals, and suggestions to: union@adfacunited.org. Complete our upcoming survey!

Interested in being on the Negotiations Team?

President's Corner



Dear Colleagues:

I hope everyone is having a great ending to a successful semester. We are all celebrating the passage of Proposition 55, which your union worked hard to help make happen. This is a great step toward funding education for the next 12 years in California.

And a lot more has happened and continues to happen with your union this fall and winter. We have forged a promising relationship with our new chancellor, welcomed two new trustees to our district, and concluded the last year of our "old" contract with a bonus and an additional quarter percent raise on top of the previously negotiated 3%. Now we are preparing to negotiate a new three-year contract, as well as waiting on

promised actions from the district concerning automatic step increases, online Title IX training, and a final decision on the fine points of sick and pregnancy leaves.

Early in the year, we will be sending out a survey to everyone to get input on what issues need addressing and what changes need to be considered in the upcoming contract negotiations. One thing we will be looking at very closely is the most advantageous ways to incorporate the tremendous benefits afforded by the passage of SB 1379, including rehire rights. We will also be lobbying hard for paid office hours as a critical step toward both adjunct and student equity issues.

Please do not hesitate to contact me or any other AdFac board member if you have questions or concerns.



Introducing Zahra Ahmed, VP Fullerton

Zahra has more than twenty years' experience in community development, political mobilization, and policy advocacy evaluation. She received her Master's degree in Social Work

from Georgia State University and her Ph.D. in Political Science from the University of California, Irvine. She is committed to community building in all of its forms and her professional projects serve to advance this objective. She has taught several university-level courses including Intro to American Government, Minority Politics, Reproducing & Resisting Gender Inequality, and Intercultural Communication. Zahra teaches political

AdFac Secretary Resigns

We regret to announce the resignation of our Secretary, John Terranova. After graduating from UC Irvine with a BA in Philosophy, John worked in marketing at Ingram Micro. He quickly became dissatisfied with the corporate world and attended Cal State University, Fullerton, part time. John received his MA in English after 6 years and has been teaching English at Fullerton College since 2008 and at Irvine Valley College for 5 years.

John believed in the union and played a valuable role: "As an adjunct without much expectation of becoming full-time, I'm glad I was able to help the union improve our working conditions."

John plans to leave Fullerton College but will continue teaching at Irvine Valley College. Many thanks for all you contributed to



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

President
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Executive Director
Grievance Chair
Negotiating Team

Treasurer
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Vice Presidents
Cypress College
Fullerton College

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Pete Christenson
Sam Russo

Tonya Cobb
Zahra Ahmed

Editor Judi McDuff

Writers Judi McDuff, Denny Konshak, Kent Stevenson, Catherine Whitsett

Submission deadline: 10th of the month.

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

E-Mail union@AdFacunited.org

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!

Mary Bierle, CC, Ceramics
 Maxim Bugrov, CC, Commun.
 Angela Rodriguez, FC, English
 Jacob Wilson, FC, English
 Debra Branch, SCE, DSS
 Christine Lee, FC, Reading
 James Duarte, FC, Machine Tech
 Brian Adams, CC, Psychology
 Veronica Holbrook, FC, Math
 Vasken Ohanian, FC, Music
 John Radosevich, CC, Art
 Amanda Westerbeek, FC, Library
 LaRon Armstead, CC, Counseling
 AnaLaura Brophy, CC, For Lang
 Gabriela Cazares, FC, English
 John Dinh, FC, Computer Science
 Michael Merrill, FC, Anthropology
 Janet Mitchell-Lambert, FC, English
 Matthew Montegary, CC, Math
 Stephen Nichols, CC, Mortuary Sci
 Paul Oeser, CC, Math
 Roxana Peikar, CC, Auto
 Juan Santana, FC, Architecture
 Lihuei Sung, FC, Dance

Hiromi Takahashi, FC, Japanese
 Clarisa Williams, CC, Math
 Christine Lee, FC, Reading
 Ryan Amaradio, SCE, Music
 Gretchen Potts-Jones, CC, Art
 Paul Hadobas, CC, Theatre
 Jomini Ison, CC, Psych Tech
 Dana Decker, CC, Music
 Juan Gonzalez, FC, Counseling
 Bethany Lockridge, CC,
 Dyeneka Campa, SCE, Basic Skills
 Juan Cardiel, SCE, HS Lab
 Craig Von Soosten, CC, Business
 Geoffrey Glowalia, CC, Psych Tech
 Chi Su Sung, CC,
 Harold Anderson, FC, Counseling

Welcome back, returning members!

Michelle LaPorta, CC, English
 Wendy Doeding, FC, English
 Michelle Obritz, CC, DSPS
 Lluvia Flores-Castro, FC, Counseling

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 available to members 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.

High school applications must be postmarked by January 10, 2017.

College applications must be postmarked by July 1, 2017.

For dependents and members—
Union-Sponsored Scholarships:

Union Plus Scholarship Program

National Labor College Scholarship Program

The AFL-CIO awards scholarships to eligible union members or union staff employees who want to complete a degree in Labor Studies through the National Labor College. Scholarships are now available for three new online degree programs. Learn more at www.unionplus.org/scholarships.

Robert G. Porter Scholarship Program

AFT awards four \$8,000 scholarships to high school seniors who are dependents of AFT members, as well as 20 continuing education grants of \$1,000 to AFT members. Application deadline: March 31. Learn more at www.aft.org/aftplus/scholarships, or email porterscholars@aft.org, phone (800) 238-1133, X 4457.

Raoul Teilhet Scholarship Program

CFT offers \$3,000 and \$1,000 scholarships to high school seniors and continuing college students who are dependents of CFT members. Application deadlines: January 10 and July 1, respectively.

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

Pregnant? (or thinking about becoming pregnant?)

Recently, a part-time faculty member who had been with the district for eight years was unable to use ANY of her sick leave while she was out having her child!

The union is attempting to solve this problem through discussions with administration, and a policy statement from Vice Chancellor Irma Ramos is in process. For now, the union is urging any part-time faculty member who is pregnant or thinking of becoming pregnant to contact the union to arrange your absence from work in a way that allows you to be covered with sick leave.



The Grievance Corner

by Denny Konshak

District hiring more new full-time faculty How does this affect part-timers?

The District continues to hire many new full-time faculty members. When this happens, there is often less work for part-time faculty. How is the new, smaller pie to be divvied among the part-time faculty?

The contract between the District and the union provides for certain part-time faculty to receive priority for their assignments, so new full-time hires should NOT affect the loads of longtime part-time faculty. Once you have been around a while, teaching at least 5 credits (8-1/3 hrs/wk for noncredit), you become a “preferred consideration” part-timer, which means you have priority for your official request for classes, priority over less-senior part-timers and over new hires. The contract does not allow for “spreading the pain” by having everybody lose one class (or hours)! Be aware, however, the contract gives priority for “work,” not rooms or times. Thus, the new full-timer might take the 9 am class you have been teaching for the last 10 years because it fits nicely in his/her schedule. (Full-timers have first choice.) But then the chair should work with you to find a substitute for that 9 am class. You have rights to work, not a specific time. Article 6 of the contract discusses all the details of “preferred consideration;” find it at www.adfacunited.org/publications.

Let the union know if your chair does not seem to be following the “preferred consideration” guidelines and we will take action to solve the problem.

Have an Obstreperous student in your class? What to do?

Largely, the union has no student conduct provisions in the contract between the district and the union. (In fact, the district refused to add a simple provision in last negotiations that said student complaints had to be in writing.) So the part-time faculty member is left with district policies and procedures. The district has a “Student Code of Conduct” among its Board Policies: BP5500 can be found on the District website NOCCCD/Board of Trustees/Policies & Procedures (see also AP5500).

AdFac assisted with a case in which the teacher referred a student to Student Services for counseling, reported the encounters to the dean and chair, and eventually the student was transferred to a different section. Be aware, though, that students can file official complaints with the District Director of Diversity and Compliance if they feel they have been discriminated against or harassed (especially sexual harassment). The teacher then becomes the accused, and Arturo Ocampo (new District Director) would interview the teacher, the student, any witnesses, and then write a report. The process could take months.

(remember, though, that student services often sees itself as advocates for students, not faculty).

Notify campus police. Do not hesitate to call 9-1-1 and file a police report if you are threatened.

The teacher can file a complaint with Diversity and Compliance if he/she feels harassed because of race, sex, ethnicity, etc. —this also includes stalking—if, for example, the students follows you to your car complaining and then tries to find out where you live.

Questions?

The union would like to hear from other part-timers about their experiences. Contact our office so that we can publicize in our newsletter more ideas for dealing with this type of problem (anonymously, of course).

Historic changes in job security for part-time faculty!

Under intense lobbying from our state affiliate, the California Federation of Teachers, Governor Brown signed in late September a new law that mandates re-employment rights for part-time faculty. This is a major advance towards parity since, previously, part-time faculty had NO rights to re-employment and could be terminated at any time for any reason with no dismissal process whatsoever (contrary to the processes in place for full-time faculty). A few years ago, Cypress College terminated, in the middle of the semester, a part-time faculty member who had previously been “Teacher of the Year” at Cypress and AdFac could not save his job. The new state law mandates the district negotiate with AdFac “policies for termination, including, but not limited to, the evaluation process.”

The major thrust of the legislation is to guarantee reemployment IF the work is there, IF you have the expertise to do the work, and IF you have not had unsatisfactory evaluations. The bill also mandates the district negotiate a re-employment preference list (a seniority system) that must include: How long you have served at North Orange; the number of courses you have taught; your evaluations; and other criteria negotiated by your union.

Why is this a major change? Don’t we already have “preferred consideration”? Besides, I get along well with my chair and, with all the classes going to part-timers, I don’t seem to have problems getting re-hired, so what’s the deal? Remember that chairs don’t serve forever, and you will eventually have a new one —and all of a sudden you may be out. Or your relations with the chair could sour. The present “preferred consideration” system gives you priority for work ONLY IF the administration decides to rehire you!

The new law sets various standards but leaves much to negotiations between the district and AdFac. We will need

Get extra money during the holidays!



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 Spring Class Sched-

ule, 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 January. 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.

Note: If your load has been reduced, you may also be eligible for unemployment due to a reduction in your

New district trustees elected

In November, Molly McClanahan (Area 4) was unopposed and was appointed by the Board of Trustees for an additional term. Jacqueline Rodarte (Area 5) ran unopposed and was also appointed by the Board. Leonard Lahtinen (Area 2) retired and Ed Lopez won his seat; and Ryan Bent was elected to represent Area 7. Congratulations!

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

Election Results

President:	Donald Trump	
Vice-President:	Mike Pence	
US Senator:	Kamala Harris	
Prop 55:	Extend Prop 30 Tax	Passed
Prop 56:	Tobacco Tax Increase	Passed
Prop 58:	Bilingual Education	Passed
Prop 59:	Campaign Finance	Passed
Prop 61:	Drug price standards	Defeated
Prop 62:	Repeal Death Penalty	Defeated
Prop 63:	Gun Control	Passed
Prop 64:	Marijuana Use	Passed
Prop 66:	Death Penalty Reforms	Passed




AMERICAN DREAM

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AdFac welcomes part-timers back to school at fun party

Friday, Sept. 16, marked the date for AdFac's "Back-2-School party." About 50 part-timers and guests enjoyed a few hours of fun and camaraderie at the Fullerton Elks Lodge hosted by your union.

Part-timers were greeted by AdFac President Kent Stevenson and his Executive Board members.

Attendees included Greg Schulz, Fullerton College President, Trustees Molly McClanahan and Steve Blount, SCE Interim Provost Valentina Purtell, and CFT President Josh Pechthalt. Also, Tina Johanssen, President of United Faculty, and CSEA President Rod Lusch.

Kia Bowles of SchoolsFirst Federal Credit Union gave a brief presentation and awarded gift certificates in a free raffle. Jason Swanson of Aava Dental gave away insulated lunch bags with toothbrushes, toothpaste and floss. CFT Member Benefits Coordinator Joe Hooper answered questions, had lots of free giveaways and received new member signups. Fullerton and Cypress College Adjunct Billy Arcila provided classical guitar throughout the evening.

Partygoers enjoyed appetizers, drinks and dessert and opportunities to



Historic Victory! New law brings reemployment rights for part-time faculty

Governor signs CFT-sponsored bills calling for districts to negotiate with unions

Community college districts will be compelled to negotiate what CFT-sponsored legislation calls "reemployment preference for part-time, temporary faculty." The landmark provisions require districts to negotiate with the union in order to receive significant funding available from the state Student Success and Support Program.

Gov. Jerry Brown signed the two bills on September 30: **AB 1690**, carried by former part-time instructor Jose Medina, D-Riverside, and **SB 1379**, by former teacher Tony Mendoza, D-Artesia.

What is "reemployment preference"?

Because part-time faculty in the California community colleges are defined in the state Education Code as "temporary," they are not guaranteed any form of reemployment at the end of each academic term's teaching assignment. However, many part-time faculty are in practice "reemployed" by colleges and districts where they have previously taught, frequently teaching two or more academic terms per year over many years.

Reemployment preference refers to rights earned by part-time faculty to be reemployed or offered an assignment by a college or district before other part-time faculty who have not yet earned those rights. Such rights are sometimes called "rehire rights" or "the right of first refusal."

How will this law help part-time faculty?

Part-time faculty without any locally bargained "reemployment rights" have no ability to predict their future employment at institutions they may have taught at for decades and are effectively "at will" employees. Some but far from all California community colleges have established, through collective bargaining, some form of reemployment rights for part-time faculty. These range from a straight seniority list, with individual faculty ranked and then rehired according to length of service, to "pools" or levels

This law will require districts seeking state Student Success and Support Program funds to establish "minimum standards" for reemployment rights that include: length of time taught at the college or district; number of courses taught there; professional evaluations; and "availability, willingness, and expertise" of individuals to teach specific classes or accept specific assignments.

Will this affect my job? If so, when?

The law stipulates that in order to receive SSSP funds, any district without a collective bargaining agreement for part-time instructors in effect as of January 1 must begin good faith bargaining by July 1 with those instructors' exclusive representative to establish a system of reemployment rights. Any district with a collective bargaining agreement is required to establish such a system "as part of the usual and customary negotiations between the district and the exclusive representative for part-time, temporary faculty." Thus, negotiated changes will occur at varying times over the next several years.

What kind of reemployment can I count on in the future?

Because of the governor's preference for local control of legislation implementation, we're likely to see variations in the form reemployment rights take throughout the state. Changes where you work will depend on what local unions and districts are willing and able to negotiate on behalf of part-time faculty.

How can I strengthen reemployment rights where I work?

Because this legislation requires local bargaining by the exclusive representative of part-time faculty, you should communicate directly with your union leaders. Join in discussions about this legislation, asking questions and adding your thoughts at union meetings and gatherings. Encourage your colleagues to do the same.

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

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

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



*"Education is the most powerful weapon which
you can use to change the world."
—Nelson Mandela*

Promoting Parity for Adjunct Faculty

Looking for a full-time position? Come to the district job fair

Two FREE Hire Me! Workshops designed for individuals seeking full-time faculty positions with NOCCCD will take place in Winter 2017.

Job Fair: Saturday, Jan. 21, 12 to 3 pm, Anaheim Campus, First Floor. Free parking

Workshops:

Part I: Perspectives on Hiring: Sat. Jan. 21, 9-12N
Application, Letter of Interest & Resume Writing

Part II: Perspectives on Hiring: Sat., Feb. 25, 9-12N
The Interview

The purpose of these workshops is to review the District's hiring process and procedures and help applicants present their qualifications and themselves in the most professional manner. Participation in the workshops does not guarantee an interview with a screening committee or employment.

To register for Part I: <http://tinyurl.com/hrljlx>

Important Dates:

2016 Executive Board Meetings

December 9

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

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