

# AdFacts

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## District Administration Insists that halfway between 100 minutes (2-hrs. teaching) and 150 (3 hrs.) is 130!

*by Denny Konshak*



### NON-CREDIT TEACHING MINUTES PER CLASS FOR DIFFERENT LENGTH CLASSES:

	AdFac	SCE
Mathematics		Current Practice
1 hr	50 min	1 hr 50 min
2 hrs	100 min	2 hrs 100 min
2½ hrs	<b>125 min</b>	2½ hrs <b>130 min ***</b>
3 hrs	150 min	3 hrs 150 min
4 hrs	200 min	4 hrs 200 min

\*\*\*Disagreement at core of grievance filed by AdFac – parties agree on all other teaching time frames, as chart illustrates.

**To read more about this grievance—see p. 4**



**Special Points of Interest -**

- AdFac Treasurer
- Friedrichs v. CTA Update
- Assignment Request Forms

### AdFac welcomes new treasurer

Justin Richardson is AdFac’s new Treasurer!

Justin is an Adjunct Faculty Member at Fullerton College’s Business and CIS Department. He has been teaching at the community college level since 2014 with a focus on business courses rooted in new media marketing and internet-driven technology.

Justin has spent over a decade in the real estate finance and business banking industries and is currently the Vice President of the Corporate Banking Group at California Bank & Trust.

Congratulations and welcome, Justin!



## President's Corner



Dear Colleagues:

Welcome back from what I hope has been a happy holiday season for all of you. Your union finds quite a lot on its plate at the beginning of this new year and semester. One of the issues we will be pushing is automatic step increases, something NOCCCD is out of step with most other districts in the state.

Also, we believe that adjuncts, who have worked for and accumulated sick leave, should be able to use it even when an illness or pregnancy does not commence in the middle of the term.

The union is now squaring off with the district over some egregious problems at SCE, where instructors have been the victims of long-time, and ongoing, underpayment of

wages. And, believe it or not, SCE instructors are being told they are not allowed to leave their classes during break times, even if they are teaching for four hours straight, and even to go to the restroom! We've filed a grievance and, quite frankly, find it hard to believe the district isn't too embarrassed to take issue with us on this one.

On a brighter note, in conjunction with the district, we now have a committee exploring more possibilities for adjunct professional development that include reimbursement. In the meantime, don't let El Nino dampen your enthusiasm for doing what we do best, giving our students the greatest education possible!

In solidarity,

—Kent Stevenson

### CFT Convention 2016 tackles issues of justice

This year's CFT Convention will be held March 11-13 at the Hyatt Regency San Francisco with the theme "Activate Labor for Justice." Contact us if you want to run as a delegate.

The Convention is open to all CFT members, but only elected delegates can vote. It is the Federation's highest governance body, where delegates shape union policy and positions on issues affecting all members. The Convention will also elect delegates to next summer's AFT Convention and the California Labor Federation Convention.

Nomination forms are in the mail now. Elections for delegates will be held in February by secret ballot.

Look for the *Convention Call*, the tentative schedule, key deadlines, and much more on the CFT website: [cft.org/convention-2016](http://cft.org/convention-2016).

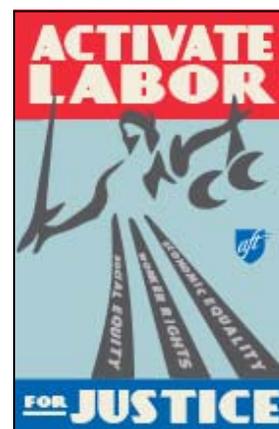
**Editor** Judi McDuff  
**Writers** Denny Konshak, Judi McDuff, Kent Stevenson

**Submission deadline: 10th of the month.**

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

**E-Mail** [union@AdFacunited.org](mailto:union@AdFacunited.org)  
**Phone** 714/526-5759

**74th ANNUAL  
CALIFORNIA  
FEDERATION  
OF TEACHERS  
CONVENTION  
Hyatt Regency,  
San Francisco**



### Imponderables???

How do those dead bugs get into those enclosed light fixtures?

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

**President** Kent Stevenson  
**Secretary** John Terranova  
**Executive Director** Judi McDuff  
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**Negotiating Team** Catherine Whitsett, Pete Christenson, Denny Konshak, Manjit Grewall  
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Manjit Grewall

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**Justin Richardson**  
**Pete Christenson**  
**Frank Perez**  
**Sam Russo**  
**Tonya Cobb**  
**Brenda Carpio**  
**Manjit Grewall**

## 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 \$1,740/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 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.

## Welcome, new AdFac members!

Jose Hernandez, SCE, Art  
Milton Ledezma, SCE, Basic Skills  
Rudith Maravilla, CC, English  
Allison Mark, FC, English  
Scott Pickler, CC, Phys Ed  
Marjaneh Abab, SCE, HS Diploma  
Nera Berry, SCE, Law  
Nikhi Tilak, SCE, Computer Science  
Gregory Lynn, CC, Math  
Ashley Wadman, CC, Counseling  
Eric Gregory, FC, English  
Jason Yore, SCE, HS Lab  
Hollis Hettig, CC,  
Patrick Ryan, FC, Philosophy  
Ernesto Heredia, CC, Counseling  
Anastasia Nagel, FC, Biology  
Samuel Raleigh, FC, English  
Irwing Jimenez, FC, Sociology  
Chantal Pons, SCE, ESL  
Julian Jefferies, FC, Anthropology  
Erica Sharar, FC,  
Daniel Staylor, FC, English  
Kristin Hartford, CC, Math

Archie Delshad, FC, Political Science  
Zahra Ahmed, FC, Political Science  
Hakam Ghanim, SCE,  
Kevin Webb, FC, Business  
Alice Clements, CC, Art  
Daniela Guevara, SCE, ESL  
Sean Moore, FC, Cosmetology  
Eduardo Reyes, CC, Communications  
Rosa Salcido-Kasteiner, SCE, Counseling  
Robert Harding, SCE, Music  
Maria Cruz Santoyo, SCE,  
Antonia Wijte, FC, Biology  
Emily Sudd, CC, Art  
Halleh Nia, FC, Humanities, Speech  
Shawki El-Zatmah, FC, History  
Jeffrey Cutkomp, CC, Counseling  
Gisela Beas, CC, Counseling



**Cesar Chavez Day**  
March 31, 2016

**Welcome back,  
returning members!**

## The Grievance Corner

by Denny Konshak

### District systematically underpays non-credit Adjuncts and refuses to correct the error

The district administration has been systematically underpaying part-time faculty in the School of Continuing Education who teach 2.5 hour classes – usually on an 8 to 10:20 am or 7:30 to 9:50 pm schedule. Last Fall, the English as a Second Language area in SCE began to re-structure teaching and break time based on the belief that the State Chancellor for Community Colleges would no longer allow, in multi-hour classes, the breaks to be accumulated and then all taken at the end of the class. In materials disseminated to part-time faculty showing teaching times and break times, it became clear that someone had miscalculated the 2.5-hour class meeting. All classes at NOCCCD meet for 50 minutes for an hour of pay. Thus the 2.5-hour class should meet for 2.5 times 50 minutes or 125 total teaching minutes. However, mathematically challenged SCE administration required 130 minutes of teaching time. AdFac filed a grievance, believing this was just an oops moment and it would soon be corrected to 125. However, that was not to happen. The grievance went to the final level, Vice Chancellor Irma Ramos, and in early December she replied that the district had done nothing wrong. AdFac has appealed to binding arbitration and a neutral arbitrator has been selected (Bonnie Castrey), who should hear the case sometime in the next two months.

So what is the big deal about 5 extra minutes? These 2.5-hour classes are common in SCE and usually run 4 days a week, so that is 20 extra minutes a week. With 12 weeks in a trimester, that totals an extra 240 minutes per trimester. At 50 minutes per hour, this totals 4.8 hours a trimester – at SCE pay rates of about \$50/hr, this means part-time faculty who teach

these classes are due about \$250 more per trimester. AdFac is demanding that part-time faculty be fully paid for time worked! The district refuses.

**Please contact AdFac immediately if you have taught non-credit classes outside of ESL and have been working 130 teaching minutes for a 2½-hour class.**

#### Breaks:

Another issue in the grievance going to binding arbitration is the nature of breaks. Jorge Gamboa, manager of SCE ESL, commented in a memo to part-time ESL faculty that teachers “should” work with students during breaks since they were “on the clock.” Other SCE faculty told AdFac that they are required to stay in their classrooms during breaks. AdFac asked for clarification, since the union’s position is that a break is a break for faculty, too. If you want to go to the vending machines, across the street for a latte, outside for some fresh air, make some phone calls, etc., all should be allowed. In the alternative, if you are required to work, you should be paid. In the grievance process, Vice Chancellor Ramos seemed to understand the union’s position but would put nothing in writing. In her final denial of the entire grievance, she did promise a memo soon to clarify the district’s position. The union’s position is clear: A break is a break. The district’s position? Coming up in the memo (but, of course, they deny having done anything wrong). AdFac will also demand financial compensation for this.

### Special election for District Trustee to be held February 9

Four candidates are running in a Special Election in February for one short-term seat in NOCCCD’s Trustee Area 3. The vacancy was created when Trustee Donna Miller moved last year. In August, the Board appointed Daniel Billings to fill the vacancy. Billings’ appointment was terminated when Al Salehi filed a petition in September, but Billings is now back in the race. Al Salehi, Steve Blount and Steve Hwangbo are the other candidates. The new trustee will hold office through November 2018.

This election is a mail-in-only election. The first day that vote-by-mail ballots will be available is January 11. The last day to request a vote-by-mail ballot is February 2. The election is Feb. 9.

NOCCCD 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. Area 3 includes Buena Park, La Palma, and Cypress.

AdFac met with all candidates to discuss educational issues and garner their support on some of the issues that we will be negotiating with the District in the future. We are endorsing Daniel Billings. Our goal is to continue to support people who are pro-education, whether on the District’s Board or in local or national elections.

Candidates’ statements can be viewed on [www.ocvote.com/info](http://www.ocvote.com/info).



# Scholarships available to members in 2016



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](http://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, 2016.

College applications must be postmarked by July 1, 2016.

For dependents and members  
Union-Sponsored Scholarships:

### **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](http://www.unionplus.org/scholarships).

### **Union Plus Scholarship Program**

The AFL-CIO offers scholarships ranging from \$500 to \$4,000 to union members, their spouses, and their dependents who are enrolled at an accredited institution of higher education. Scholarships are also available to graduate students. Application deadline: January 31. This year's application is entirely online; go to [www.unionplus.org/scholarships](http://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](http://www.aft.org/aftplus/scholarships), or email [porterscholars@aft.org](mailto: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. Learn more at [www.cft.org/member-services/scholarships](http://www.cft.org/member-services/scholarships), or phone (714) 754-6638.



## 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.

## Prop. 30 extension key to our continued success

In what is turning out to be one of our best fiscal years in decades, 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. Because renewing Proposition 30 is essential to the future of public education and our state, the CFT is working in coalition with the Alliance for a Better California to extend it by passing a statewide ballot measure. Signature gathering is now



**Prop 30 works!**

underway to qualify the initiative for the 2016 General Election.

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 begins to sunset in 2016.

CFT is working to build the coalition and will be reaching out to union

members and the public to support this top priority campaign in 2016.

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

essential if we are to fend off these attacks successfully and pass the ballot measure in 2016. If you are one of the small minority of educators we represent that still hasn't joined our union, there is no better time to join than now. (sources: CFT's California Teacher (Nov/Dec 2015) and Jim Mahler, President, CFT Community College Council)

### Update: US Supreme Court to hear Friedrichs case in January



The Supreme Court began hearing arguments in Friedrichs v. CTA Jan. 11. The AFT and more than 70 labor organizations filed briefs with the court opposing this attack on union membership and bargaining power.

The Court is considering whether to overrule its 1977 decision allowing states to require public employees to join a union or pay a fee (known as fair share fee) to cover collective bargaining costs. These fees cover the worker's share of the resources the union spends on negotiating contracts, representing workers in grievance procedures, and other services that benefit the entire workforce.

Rebecca Friedrichs and nine other California public schoolteachers are suing the California Teachers Association to opt out of paying their fair share for services the union, by law, provides them.

The CFT and other unions in about two dozen states are responding to this challenge. Many local unions are working hard to activate members and sign up fee payers as members.

(Please see related article on membership on p. 7).



**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**



# Don't Have Health Insurance? Don't Miss Open Enrollment

Affordable Care Act Health Insurance Marketplace Open Enrollment runs through January 31



Under the Affordable Care Act, most Americans need proof of health insurance coverage. Without health insurance, you could face an increased penalty for 2016 of \$695 per adult in household or 2.5 percent of income when you file your 2016 taxes in 2017.

Open Enrollment in the Health Insurance Marketplace ends January 31, 2016. If you don't enroll by January 31, 2016, you won't be able to sign up for coverage in the Marketplace unless you have a qualifying life event, such as getting married or having a baby. So do it now! Go to **CoveredCA.com** to enroll online or find a location to get in-person enrollment assistance.

You can also call **800-300-1506 8am-8pm**.

## Are you a full member? If not, it's time to join

To secure the best wages and working conditions, we negotiated a collective bargaining agreement that provides that every employee in the bargaining unit join the union or pay the union a service fee. The service fee is called fair share, or agency fee, and covers only the cost of contract negotiation.

But we can do more for each other and for public education if we all act together. The CFT encourages and invites all agency fee payers to become full members of the Federation. Members of the union have a voice and vote in all the activities of the union, most important, in the approval of the collective bargaining agreement. Adjunct Faculty United and other locals also offer members valuable services such as discounted retail products, group life insurance plans, and worker-friendly mortgages.

If you are an agency fee payer, sign up now to become a full member of the union. Contact us and we can mail you one. (Note: If you are not sure whether you are a full member, please give us a call at 714-526-5759.)



## 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 2016 semester must be turned in no later than the first instructional day of November 2015. The form requesting classes for the Fall 2016 SCE trimester must be received no later than the last instructional day of the previous winter trimester (2015).

Here's how to access the request forms: go to the District's website at [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. Physical copies of the forms will **not** be maintained in division offices. **Be sure to keep a copy of the form for your records.**



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Members



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Call Aava Dental's Toll Free Number to make an appointment at their nearest location to you!

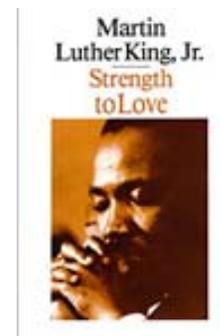
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Long Beach, Tel: 714-689-6856	Foothill Ranch (Lake forest), Tel: 949-325-5946	Fullerton, Tel: 714-986-9902
Santa Ana, Tel: 714-481-0055	Lake Elsinore, Tel: 951-226-7606	Riverside, Tel: 951-977-8998
Upland, Tel: 909-982-8501	Corona, Tel: 951-243-8428	And more...

[www.AavaDental.com](http://www.AavaDental.com) This offer valid through Aug 20<sup>th</sup> 2015

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

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

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



**Martin Luther King, Jr. Day  
Jan. 18, 2016**

**“The fight for equality must be fought on many fronts—  
in the urban slums, in the sweatshops of the factories  
and fields. Our separate struggles are really one—a  
struggle for freedom, for dignity, and for humanity.”**

**—Martin Luther King, Jr.  
(to Cesar Chavez in Chavez’ autobiography, 1975)**

## Promoting Parity for Adjunct Faculty

### Important Dates:

#### 2016 Executive Board Meetings

January 27 February 26  
March 18 April 22  
May 20

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, CA.



**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.

