

# AdFacts

## CFT Convention 2016: Activate labor for justice

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The 74th annual California Federation of Teachers convention, held in San Francisco March 11-13 and attended by nearly 700 delegates and guests, got off with a bang on Friday when about half the convention marched, demonstrated and sat down in support of



affordable, quality public education and the struggle of City College of San Francisco faculty for a decent contract in the face of its accreditation crisis.

Thirty demonstrators were arrested peacefully for civil disobedience, cited and released, in the process attracting widespread news coverage.

Convention speakers included anti-racist author Tim Wise, labor historian and climate activist Jeremy Brecher, and CFT president Joshua Pechthalt, among others, and the

delegates voted on many resolutions to set CFT policy for the coming year.

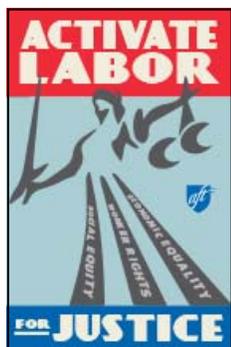
Inspirational speakers and moments abounded during the weekend, which was themed "Activate Labor for Justice." A plenary panel discussion on "Building Power" featured local CFT leaders, together with Texas AFT Secretary Treasurer Ray McMurrey, who brought the perspective of unionism from a right-to-work-for-less state. This presentation made clear that public education is better off union-strong rather than union-free.

Delegates also heard from California Attorney General and US Senate candidate Kamala Harris (by video). CFT President Josh Pechthalt spoke of the growing threat to labor posed by billionaire-backed legal assaults and public campaigns vilifying teachers and public education. Dozens of workshops brought educational policy and labor issues before the attendees. Saturday's workshops focused on CFT's Building our Power program, providing skills and insights related to strengthening the union's right to defend our rights and public education itself in the face of the anti-union privatizing forces arrayed against us. The Friedrichs Supreme Court case, perhaps the most visible of the current attacks on labor and education, was but one of the many instances discussed.

In addition, Secretary Treasurer delivered a report on the union's finances, communications awards were handed out, the Legislator of the Year award was bestowed upon Assemblyman Jose Medina, and John Perez, now head of the CFT retirees' division, received the Ben Rust Award.

As Oxnard high school teacher Ben Todd put it, "It was a weekend of important activities that truly tied in with the convention's theme., 'Activate Labor for

**See photos on CFT's Facebook page.**



### Special Points of Interest -

- AdFac Wins Awards
- New District Officers
- Unemployment
- Kaye Lennon      Scholarship

## President's Corner



Hello Colleagues:

I hope you all had a great semester and are getting ready to bring your spring classes to a successful close. Your union has been busy working toward fruitful outcomes to a number of instructor-related issues. The district is looking into the possibility of making the Sexual Misconduct Training available online. Be aware that this training is not mandatory for adjuncts since it is not in our contract. However, we do agree that this is good information to have.

We are currently working up a statement of policy for

sick leave that we will present to the district in the hope it can be agreed upon. As of now, adjuncts can use accrued sick or pregnancy leave during current teaching assignments or make plans with their deans or supervisors to use it for upcoming assignments.

Also, after much discussion we are told the district is looking into ways of moving toward automatic step increases. In the meantime, we are urging all adjuncts to **submit step increase requests every year**, and let the district decide who is eligible and who is not.

Whether you are taking the time off or teaching in the summer session, I wish you all a great summer.



*In other news from the Convention. . .*

**AdFac wins awards—**

**Second Place:  
Best Newsletter**

**(Six+ Pages)**

for *AdFacts* (Judi McDuff, Editor)

**Third Place: Membership Growth**



**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-

### AdFac acquires office space at Cypress and Fullerton Colleges

We now officially have two office spaces on the Fullerton and Cypress campuses. The Fullerton office is in 1205-D4; Cypress is in CCPLX 411. These offices might be convenient places to have appointments with your campus vice-president or other AdFac representatives.

**Editor** Judi McDuff  
**Writers** Tonya Cobb, Justin Richardson, Judi McDuff, Kent Stevenson, Denny Konshak

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

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

**E-Mail** union@AdFacunited.org  
**Phone** 714/526-5759

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

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**Justin Richardson**  
**Pete Christenson**  
**Frank Perez**  
**Sam Russo**

**Tonya Cobb**  
**Brenda Carpio**

## Get extra money during the 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 Fall semester begins. 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 previous*

## Adjuncts can get health care premiums reimbursed

Did you know that Adjunct Faculty United offers adjuncts health insurance premium reimbursement? The District will reimburse up to \$870 per semester or \$580 per trimester for insurance premiums you paid during the semester/trimester to an independent health care plan in which you are enrolled. Here are the details:



- ◆ To qualify for the insurance premium reimbursement, you must meet the following requirements:
- ◆ 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 in part, by another employer.
- ◆ You must be actively employed during a semester/trimester with at least a 33% load and must have been employed by the District as an adjunct for 3 out of the previous 5 semesters or 5 of the previous 9 trimesters.

If you are eligible to receive reimbursement for premiums paid, you must submit a reimbursement form, one per semester/trimester, along with proof of insurance and proof of payment to the District Office of Human Resources not later than the last day of the semester/trimester for which reimbursement is to be claimed. **Credit:** For Spring 2016 the deadline is May 28, 2016. **Noncredit:** June 24, 2016 deadline.

For more information, please check the Contract (Article 12, Benefits) at our website: [www.adfacunited.org](http://www.adfacunited.org) (under Publications). Or, con-

## Welcome, new AdFac members!

Carrie Ruffalo, SCE, HS Diploma  
 Vickie Sheehan, SCE, HS Diploma  
 Eric Hill, FC,  
 Mary Homma, FC, Child Development  
 Denise Johnson, FC, Photography  
 Kyle Mann, FC, Humanities  
 Enrique Aispuro, CC, Auto Tech  
 Brice Bischoff, FC, Photography  
 Gina Bove, FC, English  
 Sheila Casteel, FC, Speech  
 Ralph Castellanos, FC, Speech  
 YouJung Chang, FC, English  
 Eric Dixon, FC, Phys Ed  
 Eissa English, FC, Sociology  
 Nia-Amina Minor, CC, Dance  
 Stephen Peluso, FC, English  
 David Rehm, FC, Speech  
 Blanca Rojas, FC, ESL  
 Joel Salcedo, FC, Communications  
 Cindy Stanphill, CC, English  
 Antonio Thomas, FC, Social Science

Nima Zargari, FC, Chemistry  
 Tu Do, FC, Biology  
 Paul Morgan, FC, Sociology  
 Timothy Jacobs, SCE, ESL  
 William Waldren, CC, Counseling  
 Telstan-Vincent Hizon, CC, Music  
 Wanelle Fitch, CC, Photography  
 Jamie Greuel, FC, English  
 Jonathan Harris, CC, Math  
 Kim Nguyen, CC, Chemistry  
 Levon Parseghian, CC, English  
 Dragana Filip, CC, Psych Tech  
 Aber Nabulsi, FC, French  
 Diana Ramseyer, FC, English  
 Cynthia Fearn, FC, English  
 Jodie Williams, SCE, ESL  
 Cheryl Johnson, FC, Cosmetology  
 Monique Chhabra, SCE, DSS  
 Mandy Chau, CC, Nursing  
 Angelica Vega, SCE, ESL  
 Casi Amaradio, SCE, Parenting

Lisa Johnson, SCE, Senior Topics  
 Raenie Kane, SCE, Medical Ass't.  
 Joshua Linen, SCE, LEAP  
 Mark Massey, CC, Music  
 Nghia Pham, SCE,  
 Stephanie Alire, SCE, DSS  
 Christina Lakeman, SCE, Counseling  
 Asher Baca, SCE, Computers  
 Pauline Acosta, CC, Psychology  
 Shazia Khan, CC, Reading/English  
 Rosemary Touyanou, SCE, Counseling



## Welcome back, returning members!

Alba Tucker, FC, Phys Ed  
 Erik Zurko, CC, Nursing

## The Grievance Corner

by Denny Konshak

### Adjuncts: Get more money by adding a step



More Money! Part-time faculty are paid based on

- 1) their completed credits (up to a Ph. D.) and
- 2) their years of experience (called “steps”).

Once a year, part-time faculty members can apply for a “step” increase, based on their newly garnered experience.

NOCCCD is the only district in California that does not grant automatic step increases, so in order to get a 4% salary step increase in this district, YOU need to submit a form to HR. This is a result of the former Vice Chancellor for Human Resources’ insistence that part-time faculty had to be “responsible” for knowing the contract (all 40+ pages) and therefore should be responsible for turning in the form. The District is now considering changing this policy.

Numerous faculty over the years have forgotten to submit the form, and hence have permanently lost the 4% increase (since you can only apply once a year and since there is no

“back” pay to make up the missed wages). Thus, the AdFac Executive Board has decided to try to get each of our members to turn in the form every year so that no one misses out on the additional money. Sending in the form every year needs to become routine. There is a new step coming this Fall, so even if you are at the top step, you should still submit the form.

So how do you submit a form? Go to the AdFac website, [www.adfacunited.org](http://www.adfacunited.org), click on forms and choose the one appropriate for you (there are 3 forms). The form must be submitted before August 12, 2016. However, we would like as many of you as possible to send in the completed request now or as soon as you can before the August deadline.

By sending the request forms en masse, it is our hope that the District will realize the importance of making these step increases automatic. Complete the form to the best of your ability. The Human Resources staff will research your records to see if you do qualify. If you’re not sure, put a question mark in the boxes that ask which criteria you satisfy.



#### Steve Blount elected district trustee

Four candidates ran in a Special Election February 9 for a seat in the District’s Trustee Area 3: Daniel Billings, Al Salehi, Steve Hwangbo and Steve Blount. Steve Blount won and will hold

office through November 2018.

NOCCCD is governed by seven elected Trustees who establish policies guiding 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 interviewed all candidates to discuss educational issues and garner their support on some issues that we will be negotiating with the District in the future. We also met with Steve after the election. Our goal is to continue to support people who are pro-education, both on the District’s Board and in local or national elections.

#### AdFac meets with new District Chancellor

Cheryl Marshall is the new district chancellor. Dr. Marshall was appointed by the District in February and will assume her new role July 1.

Dr. Marshall spent the past four years as president of Crafton Hills College. Prior to that, she served as the college’s vice president of instruction. While at Crafton, she oversaw more than \$100 million in construction projects. She is also an experienced teacher.

She joins the district at the start of construction and remodeling projects funded by Measure J which, at \$574 million, is the second largest bond in Orange County history, approved by voters in 2014. Funds will upgrade job-training facilities, aging classrooms, and services for veterans.

AdFac Executive Board members met with Dr. Marshall in April. She was very open and positive, sought information on our issues, and wants to meet regularly with us.



# Scholarships available in 2016



For 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.

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).

## Jou-I Lee wins the 2016 Kaye Lennon Scholarship

Congratulations to Jou-I Lee, an ESL and ECE student in SCE at the Anaheim campus. She is the 15th winner since the scholarship program began. Jou-I plans to continue her studies at Fullerton College this fall.

Last year, Adriana Ortega, an SCE student in ESL, won.

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



## AdFac Committee Reports

**Professional Development:** Comprises one adjunct each from Cypress, Fullerton, and SCE. This committee grew out of an AdFac committee charged with investigating the professional development needs and barriers for adjunct faculty.

The committee is awaiting results of a three-minute needs assessment. Adjuncts were asked to complete the survey by April 29. To date, 107 adjuncts have responded. This survey will inform us of future seminars and trainings that will benefit adjuncts. Committee members will review the results and suggest workshops to the district professional development manager.

**Budget and Finance:** Budget Update: The District has close to \$3 million in one-time funds that will be rolled into the current budget. At present, there are zero unfunded FTEs which is good; 3.6% growth had been budgeted but we have only reached 2.88%. For next year, the estimated growth for the District is about 3.5%. COLA has dropped to .47% and may be cut to .25% before the May revise. There may be a base augmentation estimated at \$8.1 million allocated to pay current and future PERS and STRS increases. There could be another \$50-\$100 million increased system wide.

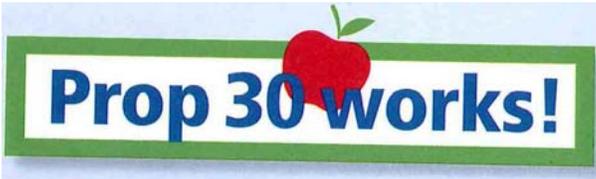
Bonds: The District plans to issue bonds sometime in May or June. A retreat for Measure J was held on April 22 at Fullerton College. Fullerton is continuing to update their Facilities Master Plan and will not begin any projects until the plan is completed.

**District Consultation Council:** Now under discussion is a strategic plan from SCE for Universal Design. 25 participants from each campus would be trained how to implement Universal Design on campus.

# 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 ex-



**Prop 30 works!**

tend it by passing a statewide ballot measure. Signature gathering is now 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 is 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

## In the News . . .

### Working people win in Friedrichs v. California Teachers

Local labor leaders and working people from all over the country celebrated victory on the Supreme Court's 4-4 decision. AFL-CIO President, Richard Trumka (UMWA) announced that "working people have persevered... showing that we won't allow wealthy special interests or their politicians to stand in our way to join collectively and make workplaces better all across America."

### Higher minimum wage will help millions

"Today, California lawmakers passed legislation that will raise the state's minimum wage to \$15 an hour in the coming years. This is an important step and a common sense development that will improve the lives of millions of Californians currently struggling to make ends meet in an economy that too often seems rigged in favor of the haves at the sacrifice of working men and women. We applaud those who voted in favor of this bill.

"As an education union, we have a number of members who will be affected by an increase in the minimum wage, namely, many in our classified ranks and others such as those who work in early childhood education. Many of the parents of our students will also benefit greatly from this change. People living on the margins will find a bit of economic breathing room, enabling them to better provide for their families.

"An increase in the minimum wage will help pull millions out of poverty. We commend the legislature for passing this legislation and getting it to the Governor for signing it."

### Vergara v. California overturned on appeal!

The California Court of Appeal unanimously ruled on April 14 that the lower court decision in *Vergara v. California* has been overturned. The suit proposed that statutes providing teachers with hiring, due process and seniority protections violated the right of students to equal access to education. The opinion made it clear that this is a case with no merit. In the ruling, the appeal judges stated, "Plaintiffs failed to establish that the challenged statutes violate equal protection, primarily because they did not show that the statutes inevitably cause a certain group of students to receive an education inferior to the education received by other students." The ruling also noted that district administrators, not the statutes, have control over most problems stipulated by the suit.

### College presidents support move to new accreditor

California moved another step closer to reforming the broken accreditation system for California's community colleges. With a more than 90% vote to reform the Accrediting Commission for Community and Junior Colleges (ACCJC), while preparing at the same time to move to another accreditor, community college presidents from across the state struck a decisive blow to ACCJC's fading hopes of maintaining the unacceptable status quo. Read more at [www.CFT.org](http://www.CFT.org).

### Join the CFT conversation on social media

One of the best ways to keep up with all of CFT's activities is to [Like us on Facebook](#) and [Follow us on Twitter](#). We're frequently posting important updates about CFT, the world of education and labor in general. Plus we'd love to hear from

# In remembrance: Linda Cushing



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**Make Great Memories**

Save on family travel and entertainment, including theme parks, car rentals and movie tickets with AFT+.

AFT families have more fun and get big savings on travel and entertainment.

That includes up to 25% off on rental cars, plus major savings on movie tickets and theme park packages – including Disney and Six Flags destinations.

Who knew your union membership could be so... entertaining?

Learn more at [UnionPlus.org/AFTTravel](http://UnionPlus.org/AFTTravel)

AFT+ Member Benefits

AFT-TR-04-15-16

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

To access the request 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. Physical copies of the forms will **not** be maintained in division offices.

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**



*"Local labor movements are getting things done. That's where we build power for working people."*



*– Richard L. Trumka, President, AFL-CIO*

## Promoting Parity for Adjunct Faculty

### May is Labor History Month

Signed into law as AB 2269 (Swanson) in 2012 by Governor Brown, the purpose of Labor History Month is to encourage schools “to commemorate this month with appropriate educational exercises that make pupils aware of the role the labor movement has played in shaping California and the US.”

### AFT is turning 100 in May

Speaking of Labor History month, the American Federation of Teachers

## Important Dates:

2016 Executive Board Meetings  
May 20



**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

