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-
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,
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 $1,596/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!

Denise Manzano, CC, Dental
Dawn Butler, FC, Art
Lila Dulac, SCE, Counseling
Stephanie Arroyo, FC, Counseling
Michael Tran, FC, Counseling
Jessica Bailey-Blennan, 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
Ilina 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 Magginetti, 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. 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.

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, click on “Forms” and “2015 & 2016 Salary Schedules.”

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-
The Grievance Corner

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 6 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 AdFac 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 breaks are breaks???

<table>
<thead>
<tr>
<th>Breaks are breaks??</th>
<th>YES</th>
<th>NO</th>
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<tbody>
<tr>
<td>Full-time credit faculty</td>
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<td></td>
</tr>
<tr>
<td>Part-time credit faculty</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td>Full-time non-credit</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td>Part-time non-credit</td>
<td>NO</td>
<td></td>
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</tbody>
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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
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...
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
"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,

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