



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

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Volume 16 Issue 2

AdFacts

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Special Points of Interest -

AdFac Party

Openings on the Board

Kaye Lennon Scholar-

AdFac negotiating team continues to fight for re-employment rights and a transparent seniority system for making class assignments

by Denny Konshak

“There are over two million students in California Community Colleges, and part-time faculty play a critical role in their success. By improving employment practices for part-time faculty, this legislation will benefit both these dedicated educators and their students,” says Assembly member Jose Medina, Chair of the Assembly Higher Education Committee.

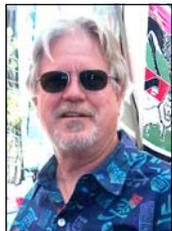


Adds State Senator Tony Mendoza, speaking of the new part-time faculty re-employment law, “These important bills will provide similar rights and protections to part-time faculty that are afforded to full-time faculty at California’s community colleges. The 40,000 part-time faculty who work hard every day to educate the state’s 2.1 million community college students deserve no less.”

Both these legislators believe the new part-time faculty re-employment law is a watershed event for part-time faculty. However, the new law lays down basic principles but lacks specificity, leaving the details to be negotiated between individual districts and their part-time faculty. At North Orange, the administration has taken the position that our current Article 6 (which sets up a “preferred consideration” system for assignment) completely satisfies the new state law. Since “preferred consideration” has been in effect for over a decade, the administration seems to be arguing that North Orange has been in the vanguard of offering its part-time faculty re-employment rights! Nothing could be further from the truth: Article 6 merely says that **once a person is re-hired**, if they have filled out the proper form, they have preference for assignment to courses they are “qualified” to teach. Thus our current Article 6 speaks not at all to re-hiring or termination. (The new law can be found in the California Education Code, Section 87482.3.)

In fact, the current Article 6 states that “nothing in this Agreement shall be construed as creating any obligation of the District to employ, renew the employment of, retain, or continue the employment of any Unit Member.” Since the current article is so clear that part-time faculty at North Orange have NO re-employment rights, it is odd to argue that this section represents

President's Corner



Hello Adjuncts,
 On behalf of Adjunct Faculty United, I am happy to welcome all part-time faculty to the 2017-18 academic year. I hope everyone had a great summer and is ready to get back to our classes.

Your union is dedicated to holding the district responsible for the support our adjunct faculty needs to continue providing excellent instruction to our students. As such, we are presently headed into litigation over the district's refusal to comply with the new state law mandating rehire rights for qualified adjuncts. This is a right for which your union has invested many years and a

great deal of work to gain and is not an issue we will just walk away from. This means that all adjuncts are currently working without a contract.

It is imperative that everyone make their feelings known to the district on this matter by speaking out individually and by joining with your union in demanding NOCCCD cease defining adjuncts as second-class employees.

Please do not hesitate to contact me or any other AdFac board member if you have questions about this or any other issues that need addressing.

—Kent Stevenson

AdFac elects new officers for 2017-19

In Spring, we held elections for our Executive Board. The results are as follows:

President	Kent Stevenson
Secretary	Miriam Henan
Treasurer	Pete Christenson
Vice President, Cypress	Tonya Cobb
Vice President, Fullerton	Zahra Ahmed
Vice President, NOCE	Manjit Grewall

Officers are elected every other year for a two-year term. They are expected to attend all monthly Board meetings, participate in all union business and activities, and work as dedicated team members, supporting Local 6106 for the two-year term. These positions include compensation. To be eligible, a candidate must be a member-in-

the NOCCCD. All members-in-good-standing are eligible to nominate candidates and to vote.



Descriptions of the duties of each Board member can be found in our constitution online: www.adfacunited.org/Publications. Congratulations!

*(Note: A member-in-good-standing is one whose dues have been paid through January of the election year.)

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	Miriam Henan
Executive Director	Judi McDuff
Grievance Chair	Denny Konshak
Negotiating Team	Catherine Whitsett, Pete Christenson, Denny Konshak, Manjit Grewall, Miriam Henan, Pete Christenson
Treasurer	Sam Russo
COPE Chair	
Past President	
Vice Presidents	Tonya Cobb
<i>Cypress College</i>	Zahra Ahmed
<i>Fullerton College</i>	

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

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!

Francisco Reynoso, FC,
 Kristen Norton, FC, Psychology
 Therese Rivera, FC, Cosmetology
 Naomi Avila, FC, Counseling
 Paige Crossland, FC, Counseling
 Paulette Evanuska, CC, Nursing
 Alexis Garza, SCE,
 Regina Halchishak, FC, Cosmetology
 Jenifer Ly, FC, Counseling
 Tammy Ngo, SCE, Creative Arts
 Pamela Skiles, FC, Counseling
 Jennifer Hall, CC, Counseling
 Mary Jane Hill, SCE, Creative Arts
 Tina Lam, SCE, DSPS Counseling
 Kurt MacMillan, CC, Counseling
 Jovana Ramos, CC, Counseling
 Nancy Ruano, FC, Counseling
 Joseph Diminutto, CC, Geography
 Cynthia Acosta, CC,
 Jasmeet Bhullar, FC
 Jaime Brody, CC, English
 Calvin Bui, CC,
 Nora Castro, FC, Child Dev't.
 Tom Freeman, FC, Natural Sciences
 Mary Gutaskus, FC, Math



Amanda Wetrick, CC, English
 Robin Yi, SCE, Counseling
 Dana Decker, CC, Music
 Emanuel Delgado, CC, Geography
 Anne Shepston, CC, Lang. Arts
 Andrea Schmid, CC, ESL
 Luceano Rodriguez, FC, Comp Sci
 Anthony Stevenson, CC, English
 Katy Straughan, CC, Aviation

Welcome back, returning members!

Brian Burg, SCE, Sr. Topics
 George Haines, FC, Admin. Justice
 Gina Kelly, CC, Art

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 Fall 2018 semester must be turned in no later than the first instructional day of Fall 2017. The form requesting classes for Fall 2018 SCE trimester must be received no later than the last instructional day of the previous Fall trimester 2017.

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 2018

High school students and continuing college students

Raoul Teilhet Scholarship Program

About the scholarship program

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.

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 post-marked by January 10, 2018.

College applications must be postmarked by July 1, 2018.

For dependents and members—
Union-Sponsored 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 online; www.unionplus.org/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 available for three new online degree programs. Learn more at: www.unionplus.org/scholarships.

Robert G. Porter Scholarship Program



Pictured at the scholarship award luncheon: Kent Stevenson, Sarah Rao (winner), Manjit Grewall, Valentina

Sarah Rao awarded 2017 Kaye Lennon Scholarship

Congratulations to Sarah Rao, a student in North Orange Continuing Education (formerly SCE) at the Anaheim campus. She is the 16th winner since the scholarship program began.

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

Sarah received her scholarship at the NOCE Scholarship

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 and

Important Dates:

2017 Executive Board Meetings

August 25 September 29

October 20 November 17

December 15

Members are welcome to attend the board meetings

The Grievance Corner

by Denny Konshak

What does preferred consideration mean?

"Preferred consideration" is a status of part-time faculty that gives priority for assignments in future semesters/trimesters under our contract. Once you have taught at least 33% of a full-time load for 4 of 6 previous semesters (or 6 of 9 trimesters), you should receive priority. This is found in Article 6 of our contract.

This means **preferred consideration part-time faculty should get their classes BEFORE other part-timers**, with some obvious exceptions, such as, if you are not qualified to teach the class in question or it is at a time when you cannot work.

AdFac previously filed a grievance concerning the Math Department at Cypress College. There were approximately 32 part-time math teachers, with 17 of these having preferred consideration status. The 15 non-preferred people were assigned 19 courses. How-

ever, 4 of the preferred people were told they could not have a second class as they requested. The chair had apparently decided to give one four-credit class to everyone and then started passing out the second classes by seniority, **BUT** this is contrary to the contract! Preferred people are first in line with their requests; then, if anything is left over, the chair distributes as he/she sees fit. The administration responded to the grievance by rectifying the situation, giving preferred adjuncts the classes to which they had rights.

However, all members need to be aware that "**share the pain** in time of cut-backs" is **NOT** in the union contract. The union believes that preferred part-time

faculty, who have taught for several years for the district and have taught a significant load, are those most likely to be trying to make a living at being part-time teachers. Part-time teachers who have full-time day jobs and teach one class at night make a valuable contribution to the students and the college, but their classes are not as vital to them in time of cutbacks as the full-time part-time person (or, at least that is what the present contract attempts to accomplish).

Contact the union if your department seems to be assigning classes in ways not consistent with the con-



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 mailboxes and e-mails. **And be sure to notify us if you have a new address and**

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

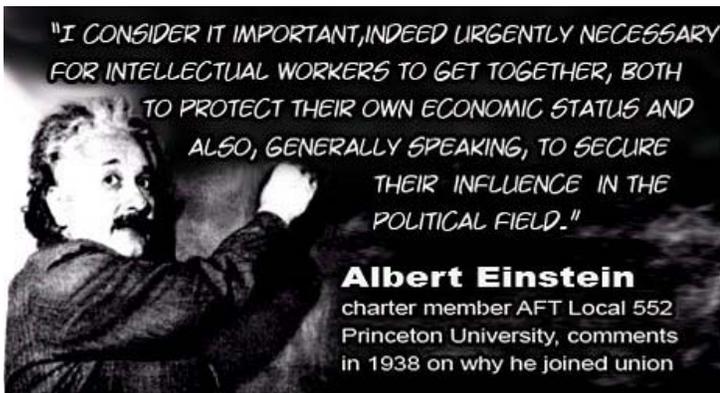
AFT families have more fun and get big savings on travel and entertainment.

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.



Learn more at
unionplus.org/afttravel

Einstein was smart enough to join a union...are you?



Are you sure you are a member of AdFac?

If you are a part-time instructor in the NOCCCD, Ad-Fac represents you at the bargaining table. We are working to get more steps added for adjunct instructors, to help us on the road to equity for part-timers. But we have found that many part-timers in the NOCCCD believe they are union members when in fact they are not. The District currently deducts money from your paycheck, regardless of your membership status. You can join the union without increasing the amount of money that is taken out of your paycheck. And when we have a strong union, we have a much stronger voice at the bargaining table.

As a union member, you are also entitled to vote on union contract negotiations, and you receive benefits from the American Federation of Teachers including \$5,000 in life insurance free for one year, \$25,000 in accidental death and disability insurance, and \$1 million in professional liability insurance.

We Need YOU!

Adjunct Faculty United is seeking qualified union members interested in serving on our board in 2 paid positions:

1. **Committee on Political Education (COPE) Chair**
2. **Negotiating Committee Member**

Job descriptions can be found in our Constitution online at www.adfacunited.org/Publications (see Article V, Sections 7 & 8).

If interested, contact us at (714) 526-5759 or by email:

**Follow the example of Albert Einstein
and join the AFT today!**



Welcome Back Happy Hour
Friday, September 22, 2017

Meet and **greet** the AdFac staff!
Get acquainted with fellow part-timers from
Cypress, Fullerton and SCE!
Get updates on union activities!

Music Prizes Appetizers

Fullerton Elks Lodge
Hilltop Banquet Center, 1400 Elks View Lane, Fullerton
RSVP by September 15





Why does being involved in the union help education?

We educators know what is right for our schools and colleges. Amidst the attacks leveled on education, our union makes sure that our voices as frontline educational professionals are heard. Joining a union means standing together with a strong unified voice — whether it is in your workplace, in your community, in the media, in the state Legislature or the halls of Congress. We stand up for what's right for our schools and our students.

Because we are stronger together!

We use the power of collective action to improve our working conditions so that we have what it takes to educate effectively. This includes reasonable workloads, adequate materials and supplies, sensible policies that support safe and healthy places of learning, and stemming the abuse of part-time and temporary jobs.

The union helps educators organize to promote education, and defends you against bad ideas from administrators, legislators, and self-appointed “reformers” who want to dismantle public education. Through your collective bargaining contract, you are ensured basic worksite protections, competitive salaries, decent health care, and a secure retirement. We are a community of colleagues joined together for the common good.

“With the union, we have organized to improve working conditions, salary, and job security. Now we can focus on our students.” - Susan Hilliker, faculty member, Life Chiropractic College West Faculty Federation, Local 6358

What's at stake in the coming months?

While the benefits of Proposition 30/55 have been energizing, new assaults are multiplying. The lawsuit, *Friedrichs v. California Teachers Association*, sought to eliminate current union “fair share” provisions, also called “agency fee.” In January 2016, the court ruled 4-4 on the lawsuit after the death of conservative Judge Antonin Scalia. If similar lawsuits are reintroduced and upheld, the funds available to unions would dwindle while non-paying bargaining unit members would continue to benefit from union representation at no charge.

Although California remains a stronghold of union member-

ship, federal cases would affect California the same as any other state.

When Friedrichs was viewed alongside anti-union legislation nationwide, a clear picture emerged. Fifteen states have passed laws limiting collective bargaining and 25 states have introduced right-to-work legislation, or as the labor movement calls it, “right-to-work-for-less.” When Indiana passed right-to-work legislation in 2012, within less than a year, union membership fell by 56,000.

In states where union fair share has been eliminated, union members have been barraged by well-financed, right-wing campaigns that include phone calls, mail pieces, ads, billboards, and social media posts urging them to withdraw from their unions.

With this in mind, the CFT developed a campaign called “Building Power.” And “We want to Count You In!” (For more information, go to: www.cft.org.)

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 group life insurance plans, worker-friendly mortgages, and discounted retail products.

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 a form. (Note: If you are not sure whether you are a

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



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

—Albert Einstein

commenting on why he joined the AFT

Promoting Parity for Adjunct Faculty

MARK YOUR CALENDAR NOW —

Friday, September 22, 2017

5—7:30 PM

AdFac's Welcome Back Happy Hour