2018 CFT Convention held in Costa Mesa

About 400 delegates at CFT Convention 2018 discussed resolutions on a broad range of policy issues; heard from the law school dean at UC Berkeley, Lt. Governor Gavin Newsom, and Assembly member Tony Thurmond; joined thousands to rally and march for safer schools and common-sense gun control; learned about Janus v. AFSCME, the Supreme Court case that could effectively turn the public sector into a “right to work” zone; and heard from a teacher in West Virginia where they got a 5% raise for all public employees.

Guest Speaker Tony Thurmond addressed the Convention, talking about how he’s seen support staff, such as custodians, make a big difference in the lives of students. He always knew he wanted to be on the side of working people, Thurmond said, and as superintendent of public instruction, he wants to make sure all students, including low-income ones like he was, have an opportunity to get a great education.

Workshops: Conference attendees had a choice of dozens of workshops to attend, including ones on pension advocacy, cultural relevance, climate education, and adjunct issues. Another series of workshops focused on Janus preparedness.

State of the Union: President Joshua Pechthalt in his State of the Union address talked about how the past year has been but he said there are still rays of hope and the feeling that a progressive movement is growing in opposition to Trump and his destructive policies. Some positive things have happened: in our state, City College of San Francisco was accredited after a five-year battle, Compton College after 10 years, and the CFT won its lawsuit against the accreditation agency. Pechthalt also talked about how the victory of the West Virginia teachers emboldens labor and the inspiration of seeing teenagers organizing after the Parkland shooting.

March for Our Lives Rally: On Saturday, people boarded buses to attend a March For Our Lives rally in Santa Ana. Thousands attended throughout the country and internationally. Teenage survivors of the February 14 shooting of 17 students at a school in Parkland, Florida, organized the rally, and their advocacy for safer schools and gun control is another bright spot to celebrate. At the rally, another person endorsed by the CFT — this time for governor — Lt. Governor Gavin Newsom, spoke, along with two CFT members, confirming his support for gun control and thanking the teenagers leading this movement.

(continued on p. 3)
Hello, Adjuncts,

A year and a half into the most vicious anti-labor administration and congress in recent history, we are witnessing an exciting phenomenon across the country, the spontaneous eruption of teachers mobilizing for fair pay and adequate school funding. For decades, funding for schools, students, and teachers has been the target of draconian cuts while Wall Street reaps the benefits of increasing growth and decreasing taxes. Adjusted for inflation, one study cites teacher pay as $30 per week less than twenty years ago while other college graduates average $124 more. Adjunct university and college instructors are the most abused professional workforce in this country, so what is bad for teachers in general, is dire for us. But the recent successes of striking teachers proves that organizing gives us the power to demand, and win, the support that students and teachers deserve.

The only chance we have of forcing the oligarchs in this country to invest in education is by standing together, being fierce, and not giving in. Adjunct Faculty United asks you to please join us in our upcoming membership drive so we can speak with the power of a strong and unified voice as we fight for rehire rights, increased pay steps, adjunct office hours, and numerous other considerations currently being denied us by the district.

—Kent Stevenson

President’s Corner

AdFac VP Fullerton changes

In January, Zahra Ahmed stepped down as VP Fullerton after almost 2 years on the AdFac Executive Board.

As VP Fullerton, Zahra communicated with adjuncts on the Fullerton campus regarding current union issues, staff development activities, membership, flex day activities and, in general, helping new adjuncts. She also has been serving on the Academic Senate. And she continues to teach political science at Fullerton.

We welcome John Orr, adjunct English professor, who took Zahra’s place on our Executive Board. John formerly taught full-time. He believes our union is crucial to obtaining and preserving equitable pay, workplace protections, and working conditions for all adjuncts. Great to have you onboard, John!

Please check your e-mails and mailboxes

Sometimes adjuncts don’t open and read their e-mails. While some 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 phone number.

AdFacts is published by AdFac/APT 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
Pete Christenson, Manjit Grewall, Miriam Henan, Denny Konshak, Tonya Cobb, Kent Stevenson, John Orr

Treasurer
Pete Christenson

COPE Chair
OPEN

Past President
Sam Russo

Vice Presidents
Tonya Cobb

Cypress College
John Orr

Fullerton College
Manjit Grewall

School of Cont. Ed.

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

Phone 714/526-5759

Facebook.com/Adjunct-Faculty-United
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 (NOCE) instructors, and one for noncredit (NOCE) counselors. Forms must be completed and turned in one year in advance.

The form requesting classes for Spring 2019 semester must be turned in no later than the first instructional day of April 2018. The form requesting classes for Spring 2019 NOCE trimester must be received no later than the last instructional day of the previous spring trimester 2018.

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.

Keep a copy of the form for your records.
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. College applications must be postmarked by July 1, 2018.

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 available for three new online degree programs. Learn more at: www.unionplus.org/scholarships.

Robert G. Porter Scholarship Program

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

Kaye Lennon Scholarship

2018

Congratulations will soon be in order to a student in North Orange Continuing Education at the Anaheim campus. He/she will be the 17th winner since the scholarship program began.

Last year, Sarah Rao, an NOCE student in Pharmacy Tech, won.

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. She was a member of the original AdFac negotiations team who lost her life to cancer.

This year’s winner will receive his/her scholarship at the NOCE Scholarship Award Luncheon May 25 at the Anaheim campus.

Stronger Together!

What Have We Done Together?

<table>
<thead>
<tr>
<th>Period</th>
<th>Credit Faculty</th>
<th>Non-Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007-08</td>
<td>2.1% increase</td>
<td>8.86% bonus</td>
</tr>
<tr>
<td></td>
<td>Added column plus 6.65% bonus</td>
<td></td>
</tr>
<tr>
<td>2008-09</td>
<td>Increased percentage between columns</td>
<td></td>
</tr>
<tr>
<td>2009-10</td>
<td>9.1% increase in medical premium reimbursement</td>
<td></td>
</tr>
<tr>
<td>2012-13</td>
<td>Credit Faculty 4% bonus</td>
<td>Non-Credit 3% bonus</td>
</tr>
<tr>
<td></td>
<td>Increased sick leave 1.3 hrs. for every 18 hrs. taught</td>
<td></td>
</tr>
<tr>
<td>2013-14</td>
<td>Credit &amp; Non-Credit Faculty 2% increase</td>
<td>One additional step for columns A, B &amp; C</td>
</tr>
<tr>
<td>2014-15</td>
<td>Credit Faculty 6% bonus</td>
<td>Non-Credit 9% bonus</td>
</tr>
<tr>
<td>2015-16</td>
<td>Credit &amp; Non-Credit Faculty COLA increase</td>
<td>Two additional steps for columns A, B, &amp; C</td>
</tr>
<tr>
<td>2016-17</td>
<td>Credit &amp; Non-Credit Faculty 3.25% increase plus 5.6% bonus</td>
<td></td>
</tr>
</tbody>
</table>

305 No. Harbor Blvd., Suite 313, Fullerton, CA 92832
Phone: 714/526-5759
Fax: 714/526-5337
union@AdFacUnited.org
Facebook.com/Adjunct-Faculty-United
The Grievance Corner

by Denny Konshak

Attack on preferred consideration continues:

Update on Tomlinson arbitration—wasted money and fantasies galore!

Your union is pursuing a case in which the decades-old system for assigning classes by seniority is in peril. North Orange has a “preferred consideration” system where assignments are supposed to be given out first to those who have the “preferred consideration” status (Article 6 of contract). Recently, a Fullerton College part-time faculty member with preferred consideration was passed over for classes he could have taught, but were assigned to others with less seniority. The union filed a grievance.

In response to the grievance, the district’s Vice Chancellor for Human Resources claims that the language of the contract does not allow grievances to be filed over “preferred consideration” assignments, thus making “preferred consideration” a choice of the Dean/Chair. This is an absurd re-interpretation of the contract, since the union has been grieving Article 6 since 2003, winning some and losing some.

In early February, in a hearing before a neutral arbitrator, the district lawyer argued that the grievances processed previously by the district on Article 6 had not really been Article 6 grievances but had been processed by the district under Article 16.1, which says, “It is the intent of the District and the Union to promote and improve their relationship by encouraging the prompt resolution of problems . . .” Thus the district past practice to allow grievances regarding Article 6 and preferred consideration were NOT really admissions that Article 6 is grievable. In addition, to make the day’s arbitration even more bizarre, the district had notified the arbitrator that it would be calling ex-Vice Chancellor Jeff Horsley as a witness, presumably about these past grievances. The hearing had been postponed from December because the retired ex-vice chancellor had been out of the country on a cruise ship and thus unavailable. The district flew him in from Utah, where he now lives, for the February hearing. At the end of the day, though, the district lawyer did NOT call the ex-vice chancellor AT ALL! A two-month delay AND wasted money.

A decision by the arbitrator should come in mid-April. If the district wants Article 6 to be non-grievable, it should negotiate that, not engage in re-interpretation of accepted language. However, arbitration is always chancy – however fanciful, the district has given the arbitrator a peg on which to hang his hat . . . and he might just use it!

The union feels part-time faculty deserve a system for assigning classes that rewards loyalty. And the system needs to be enforceable. If the administration wins this arbitration and manages to destroy the “preferred consideration” system, your union, with your support, stands ready to demand of our Board of Trustees a new system of assignment by seniority. Stay tuned!

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 semester starts in August. 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-timers 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, the caseworker will hand your case over to another.

Apply online at: www.edd.ca.gov/eapply4ui.

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

CA EDUCATION CODE
Article 1. Prohibited Acts [78900-78907]

78907. The use by any person, including a student, of any electronic listening or recording device in any classroom without the prior consent of the instructor is prohibited, except as necessary to provide reasonable auxiliary aids and academic adjustments to disabled students. Any person, other than a student, who willfully violates this section shall be guilty of a misdemeanor. Any student violating this section shall be subject to appropriate disciplinary action.
Supreme Court to rule on union “fair share”

What will the court decide?
The lawsuit Janus v. AFSCME asks the US Supreme Court to decide whether public sector unions may continue to charge non-members in a workplace represented by the union a fee (agency fee or “fair share”) equal to the cost of representing them. The court’s ruling is expected by June 30.

An adverse ruling would jeopardize existing public sector collective bargaining laws in California and 16 other states. Unions would experience damage to their ability to work on behalf of their members, and lose funding to advocate for broader issues.

Who’s behind Janus v. AFSCME?
The suit is backed by the Center for Individual Rights. If, as expected, the conservative court majority rules in favor of the plaintiffs, the 40-year-old precedent set in Abood v. Detroit Board of Education authorizing union fair share fees would be overturned.

Last year, the Supreme Court invited a virtually identical predecessor suit, Friedrichs v. California Teachers Association, which deadlocked 4-4 after Justice Scalia died.

Why has the Supreme Court upheld fair share historically?
Right now, unions are legally required to represent all workers, even those who decide not to join the union. Teachers and classified employees who don’t want to belong to a union are obligated to contribute only the costs of the workplace representation they receive. Janus is seeking to overturn this ruling. The current fair share system is a workable compromise.

When “free riders” pay nothing for the benefits all employees in a union workplace enjoy, others must shoulder that much heavier a burden and the union is weaker at bargaining time.

If the Supreme Court bans fair share, it will be harder for educators and other union members to improve wages and benefits, protect workplace rights, and advocate for public services.

For example, one major accomplishment of union political spending in California was passing Prop. 30 in 2012. This voter-approved measure played an enormous role in reversing California’s budget shortfall by modestly increasing income taxes of the wealthiest, bringing the state billions each year for education and services. Prop 30 and its extension, Prop 55, could not have passed without union political advocacy. But if the Supreme Court supports Janus, the union’s resources will be diminished in all areas of its work, making successes such as Prop 30 and 55 much less likely.

What do workers lose if we lose fair share?
In states without full union rights, the average worker makes $1,500 less per year, workers are much less likely to have health insurance, and the rate of workplace deaths is 36% higher. In states that have made fair share fees illegal, wages and benefits are lower and dropping. (source: California Teacher, Oct/Nov 2017)

Are you a full member? If not, join now
To secure the best wages and working conditions, our collective bargaining agreement provides that every employee in the bargaining unit join the union or pay the union a service fee, or fair share or agency fee. This fee 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 full member, please give us a call at 714-526-5759.)

In the coming weeks, the U.S. Supreme Court will make a decision in the Janus v. AFSCME Council 31 case. Those behind the Janus case seek to limit our voice and to dismantle our public education system. But just as teachers across the country are choosing to stand united, we choose to stand and protect our contract and our rights.

Note: AdFac staff and volunteers will be on your campus April 30-May 4 (FC and NOCE), and May 7-10 (CC and NOCE) to answer questions about your union and to sign up new members. And we’re working to keep our current members strong. Hope to see you there!
AdFacts Promoting Parity for Adjunct Faculty

Volume 17, Issue 1

Page 7

AdFacts Promoting Parity for Adjunct Faculty

AdFac helps fight food insecurity—
with donations to our Colleges’ Food Banks

As Fullerton and Cypress College students juggle life, work and school activities, they still are making a contribution to the community.

Last Fall, Fullerton College’s Business Management Department helped facilitate a student-managed food drive. In support of the College Food Bank’s mission to foster a healthy college community, business students donated 350+ pounds of dry and canned goods in just 10 days. The mission of the FC Chris Lamm & Toni DuBois-Walker Memorial Food Bank is to foster a healthy college community by providing food to students and their families who are in need. They hope to alleviate hunger and provide access to quality and nutritious food.

A similar mission is a priority at Cypress College, as well.

Check out both food banks:

Fullerton College: Building 1955, 321 E. Chapman Ave., Open Tuesdays 12-2 pm and 4-6 pm. fcfoodbank@fullcoll.edu and visit the food bank on Facebook.

Cypress College: Student Activities Office, 9200 Valley View St., Open Mondays & Thursdays 6am-8pm; Tuesdays & Wednesdays 8am-7pm; Fridays 8am-4pm. Dokawa@cypresscollege.edu & visit Facebook.

To support the Food Banks, donate non-perishable, sealed food items with clear expirations printed on the label. Most needed items: canned goods, peanut butter, pasta, cereal, granola bars.

Adjuncts: 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. See contract Article 12 on our website: www.adfacunited.org/Publications:

To qualify for the insurance premium reimbursement, you must meet the following requirements:

- 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 2018 the deadline is May 26, 2018. Noncredit: June 29, 2018 deadline.

Forms can be accessed on My Gateway→District Forms→HR employee Benefits. Reimbursement forms Part I and II must be returned to the District Benefits Office with proof of payment* no later than 5pm on:

Winter Trimester April 6, 2018
Spring Semester May 26, 2018
Spring Trimester June 29, 2018

*Copy of canceled check, bank statement showing check has cleared, or receipt from the health insurance company confirming paid premiums.

For more information, please contact the District Benefits office (714-808-4806), benefits@nocccd.edu.
We Need YOU!
Adjunct Faculty United is seeking qualified union members interested in serving on our board in 2 paid positions:

1. COPE (Committee on Political Education) Chair
2. Negotiations Committee Chair

Job descriptions can be found in our Constitution online at www.adfacunited.org/Publications (Article V, Sect. 7 & 8). If interested, contact us at (714) 526-5759 or by email:

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 info and publications.

Important Dates:
2018 Executive Board Meetings
April 20  May 18
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.

Check out our Facebook page:
Facebook.com/Adjunct-Faculty-United

“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.