District administration desperate to prevent part-time faculty from having reemployment rights

by Denny Konshak

The district finally revealed its position on the new state law providing reemployment rights to part-time faculty in a Negotiations meeting on May 26. Its position is that our present Article 6 (on preferred considerations for assignments) already provides such rights! Thus, the district is arguing that part-time faculty’s reemployment rights are contained within the following (from 6.3.5): “It is understood that although a Unit Member may meet the requirements as provided in section 6.2, the District administrator may, at any time for any reasonable cause, remove such an employee from employment and 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.”

The union’s position is that, in accord with the new state law, if a part-time faculty member is doing a good job (no unsatisfactory evaluations) and the work is there, they should be re-employed. The union has also proposed that, if the Dean should have minor problems with a continuing teacher’s performance, they should inform you with a list of needed improvements and then give you a semester/trimester to rectify any shortcomings before terminating you.

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The union's proposal is anathema to the District. The District feels that all part-time faculty need to know their place. The District administrator is desperate to hold onto reemployment rights, with hearings before a neutral judge. The union’s position is that, in accord with the new state law, if a part-time faculty member is doing a good job (no unsatisfactory evaluations) and the work is there, they should be re-employed. The union has also proposed that, if the Dean should have minor problems with a continuing teacher’s performance, they should inform you with a list of needed improvements and then give you a semester/trimester to rectify any shortcomings before terminating you. AdFac feels this is a reasonable proposal and a decent way to treat valuable part-time faculty.

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President’s Corner

Dear Adjuncts,

I hope you have all had a successful semester and are ready for the holidays. The reduction in the number of classes districtwide has hit adjuncts hard, and many of us have fewer or no class assignments for next spring. As we all know, there were a lot of developmental classes in those depart- ments and they were largely taught by adjuncts.

From what I have learned, the vast majority of instructors with preferred consideration were able to get their full complement of classes, even if at less than optimal days and hours. Preferred consideration is something AdFac has worked hard to pro- tect. Recently, after the district refused to allow an adjunct with preferred consideration the right to grieve the illegal denial of a class assignment, AdFac took the district to arbitration where that right was affirmed. This was an extremely important decision in defending preferred consideration.

But we are still at loggerheads with the administration over rehire rights. That, and the fact we have been waiting seven months for the mediator’s report, is essentially what’s been holding up our contract negotiations. But recently the mediator contacted us and said a decision will be handed down in the next few weeks. When that happens, we will be able to sit back down with the district, resolve the remaining issues, and sign a contract.

Some important news: AdFac has made terrific strides in expand- ing our membership, which is critical with the war against union- ism that is going on nationwide. Instead of our membership de- creasing, as anti-union forces had anticipated, we have expanded membership since the Supreme Court decision! It is imperative that we continue this momentum in order to show the district we stand together in demanding a fair contract. Please support your union and help in any way you can with our upcoming member- ship drives.

I wish you all a happy holiday season and a great start in the soon-to-be new year.

In solidarity,

—Kent Stevenson

Imponderables

Christmas — what other time of year do you sit in front of a dead tree and eat candy out of your socks?

New members join AdFac — with drives held this Fall

Last Spring you may have seen tables set up on the Fullerton and Cypress campuses for our membership drive. AdFac staff and volunteers as well as CFT organizers were on both campuses April 30–May 3 (Fullerton) and May 7–10 (Cypress) to answer questions about the union and to sign up new members. The results? 97 new members, 62 recommits. This was a very positive outcome. We celebrated with a pizza party for all ad- juncts who joined. We are very pleased with the success of this membership drive and plan on more in the future, including a drive at the Anaheim campus for NOCCCD adjuncts.

Since that drive we have steadily been gaining more new mem- bers, both during the summer and the fall. We now have 823 members (see page 3 for a list of our newest members) and are at 59%. Our goal is to reach 80%, and we can do that with your help. Our strength as a union comes from its members; the more mem- bers we have, the more bargaining power we have to improve the working conditions for all adjuncts in this district. Everyone is encouraged to join our union. You can sign up on our website or online: https://leadernet.aft.org/webform/adjunct-faculty-united

AdFac holds unemployment workshops

Two unemployment workshops sponsored by CFT were held for NOCCCD adjuncts at the end of Spring semester. The first was held at Cypress College and the second was held at Fullerton College.

CFT Organizers Erin Conley and Lyndsey Lefebvre conduct- ed both workshops. Their purpose was to teach adjuncts how to apply for unemployment benefits in California. The work- shops included eligibility, qualifications and responsibilities, filing a claim, FAQs, interview tips and appeals. Additional workshops are being planned in the spring.

Are you a full member? If not, join now!

To secure the best wages and working conditions, we need as many employees in the bargaining unit as possible to join the union. We can do more for each other and for public education if we all act together. We encourage and invite all former agen- cy fee payers to become full members of our union. Union members have a voice and vote in all the activities of the union, most important, in the approval of the collective bargain- ing agreement. Adjunct Faculty United and other locals work to offer members valuable services, ie, group life insurance plans, worker-friendly mortgages, discounted retail products. If you were 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 or, sign up online: https://leadernet.aft.org/webform/adjunct-faculty-united

The Supreme Court decided against unions in the Janus 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 choose to stand united, we choose to stand and protect our contract and our rights.

Get extra money during the holidays!

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 adminis- tered your last final.

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 com- pensation. 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 teach- er, 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 was denied, appealed, and won). The decision is codified in EDD Field Directive 89-55LU (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 some- one more knowledgeable.

AdFac volunteers and staff signed up new members on the Fullerton campus last Spring.

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

Editor Judi McDuff

We Need YOU!

Adjunct Faculty United is seeking a qualified union member interested in serving on our board in a paid position:

Negotiations Committee Chair

A job description can be found in our Constitution online at www.adfacuniited.org/Publications (Article V, Section 8).

If interested, contact us at (714) 526-5759 or by email: union@adfacuniited.org.

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 Justin Richardson

Cypress College Sam Russo

Past President John Orr

Vice Presidents Tonya Cobb

Fullerton College Manjit Grewall

No. Orange Cont. Ed.
AdFac welcomes part-timers back to school

Friday, Sept. 21, marked the date for AdFac’s annual “Back-2-School party.” About 50 part-timers and guests enjoyed a few hours of fun and camaraderie at the Fullerton Elks Lodge hosted by Adjunct Faculty United. Part-timers were greeted by AdFac Executive Board members and President Kent Stevenson, who brought us up to date on union activities. Among the attendees were Greg Schulz, Fullerton College President; and Trustees Barbara Dunsheath, Molly McCanahan and Ed Lopez. Also attending were Rod Lusch and Dawnmarie Neate from CSEA; CFT organizers Erin Conley and Lyndsey Lefebvre; and CFT representative Frank Oppedissano.

Representative Krista from SchoolsFirst Federal Credit Union offered information about the credit union and raffle off Starbucks gift certificates. Ana from Aava Dental gave out grocery bags with toothbrushes and toothpaste and raffled an electric toothbrush.

AdFac offers a variety of insurance benefits to part-timers.

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**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.
- Sick leave accumulates at the rate of 1.3 hours per each 18 hours taught and accumulates from semester to semester—none of it may be used for personal leave (such as bereavement).
- STRS retirement—the District contributes, 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 but 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; articles and media (red ink pens for English teachers, etc.) as the full-time faculty in your department.

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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 (see our contract Article 12 on our website: www.adfaunion.org/Publications):

- 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 Fall 2018 the deadline is Dec. 8, 2018. Noncredit: Nov. 30, 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.*

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Welcome, new AdFac members!

Liliana Huerta, CC, Counseling
Mareena Morrow, CC, Counseling
Adrienne Sanchez, CC, Counseling
David Alkhughurie, CC, Photography
Gautham Balasubramanian, CC, Psychology
Nancy Lay, NOCE, ESL
Lauren Maynard, NOCE, ESL
Ronal Segovia, CC, Music
Anthony Giacalone, FC, Math/Comp Sci
Ashley Vizcaino, FC, Natural Science
Michael Wintersole, CC, CTE
Eric Sanzon Perez, CC, Counseling
Julissa Cervantes, NOCE, Parenting
Lyndsay Madru, CC, Counseling
Michael Bradford, CC, English
Lisa Patrick, FC, Music
Eddie Moreland, CC, CTE
Marina Villavicencio, FC, Business
Cheryl Perkins, FC, Business
Emily Robles, CC, English
Maya Novacky, FC, Counseling
Jennifer Yeon, NOCE, Pharmacy
Aydin Hernandez Ortiz, CC, Photography
Michelle Schenkm, FC, Library
Jen Ho, CC, English
Brittany Hubble, CC, Comm.
Maria Villareal, NOCE, LEAP
Michael Skinner, CC, Chemistry

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Congratulations to Adjunct Faculty United for receiving the following award, presented at the August AFT Convention in Pittsburgh:

“2018 Pride of the Union Award”
Note: This is the sixth time Adjunct Faculty United received this award at the AFT Convention.

Welcome Back, Returning Members!

Marie Dieckhoff, NOCE, ESL
Maria Espinosa, NOCE, ESL
Jacqueline James, FC, Counseling
Monik Jones, CC, Dance
Izabela Switalla, CC, Health Science
Vanessa Ferreira, FC, English
Leland Kupichcino, CC, Counseling
Siena Zelodin, FC, English
Jasmine Rodriguez, FC, Reading
John Winge, FC, Golf Coach
Robert Jurgou, FC, Counseling
Kara Russell, FC, Paralegal
Scholarships available to members in 2019

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 postmarked by January 10, 2019.

College applications must be postmarked by July 1, 2019.

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 graduates. 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.inf.cft.org/scholarships.

Robert G. Porter Scholarship Program
AFT awards four $8,000 scholarships to high school seniors who are dependent on AFT members, as well as 10 continuing education grants of $1,000 to AFT members. Application deadline: March 31. Learn more at www.aft.org/afplus/scholarships, or email porterscholarship@aft.org, phone (800) 238-1133, X 4457.

High school students and continuing college students

Raoul Telheit Scholarship Program
About the scholarship program
Scholarships were established in honor of former CFT President Raoul Telheit, 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 Telheit Scholarship are not eligible to apply for a continuing college scholarship.

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You're Helping Students Build Their Futures, Don't Forget About Yours
We get it. Planning for retirement is probably not at the top of your to-do list right now. That’s why we created the My Retirement Benefits Workshop—to give you the information and tools you need now.

In this hour-and-a-half workshop, you’ll learn:
- How to calculate your CalSTRS monthly retirement benefit.
- About the gap between your CalSTRS benefit and your retirement income goal, and ways you can bridge it.
- How to stop to plan how to increase your retirement benefit.
- For a more personalized understanding of the information covered, you’re encouraged to bring your most recent retirement program report, which you can print from your myCalSTRS account. You’re also encouraged to bring your questions.

Location: Fullerton College 332 E. Chapman Ave Fullerton, CA 92832 Room: 5015 (limited parking permits available)

Time: 2:00pm-3:30pm

*This Workshop will focus on full-time and adjunct educators*

Thinking about retiring? Come to our retirement benefits workshop
Tues., Dec. 4, 3:30pm
Fullerton College

The Grievance Corner by Denny Konshak

2017-18 Negotiations Update: Fireworks at PERB

Negotiations between your union and the district remain stalled, as we await the report of the fact finder. However, the state Public Employment Relations Board held a hearing in September on the union’s allegation that the administration had engaged in “regressive” bargaining, wherein the administration had made its bargaining offers worse, rather than moving towards settlement. You may remember earlier updates in which it was explained how part of the administration’s regressiveness had to do with a new list that appeared in the administration’s final proposal that listed ways to lose one’s priority status for assignments for subsequent semesters (what the district labeled “termination”):

- Failure to provide syllabus by first class meeting
- Failure to confirm roster prior to census date
- Failure to submit final grades by deadline
- Failure to submit SLO data by deadline
- Unreported or unauthorized absences
- Absences without available leaves
- Failure to complete mandatory District training
- Failure to submit textbook adoption forms by the deadline

This was only one way (of ten) the union identified of the administration making their proposal worse than the prior one. The issue was before the judge in a three-day hearing. AdFAC President Kent Stevenson testified at the hearing that he was “shocked” by the introduction of this list. The administration’s defense?

District Director of Human Resources Julie Kossick testified, under oath, at the hearing that the administration felt that it was “likely” that the union would agree to this new proposal. She felt that the administration was just giving the union what it wanted, since months earlier the union had told the administration, in a letter describing the new state law on part-timer re-employment rights, that the district needed to include “policies for termination” (as required in the text of the new law). So the district was not regressive in adding the list of failures, just giving the union what it had asked for. Oh, what a tangled web they weave... We don’t think our members can ignore the “failures.” We suggested at negotiations that such a list belongs in the evaluation form, not in the contract as reasons for termination.

Prior to the PERB hearing, the District administration had their lawyers subpoena the personal email records of union negotiating team member, Denny Konshak. Of course, he did as the subpoena requested, but in the three-day hearing the district’s lawyers used none of the materials supplied to them as evidence. In Denny’s 18 years of being involved with negotiations at NOCCCD, never has the administration attempted to subpoena a union negotiating team member’s individual emails or notes. This is a first for NOCCCD’s administration. What is going on?

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 Fall 2019 semester must be turned in no later than the first instructional day of November 2018. The form requesting classes for Fall 2019 NOCE trimester must be received no later than the last instructional day of the 2018 winter trimester.

To access forms, go to the District’s website, www.nocccd.edu. Once at the website: Click on Department, 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.

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.
Scholarships available to members in 2019

How to obtain an application
To download a scholarship application, go to www.cft.org and click on Member Services/Scholarships.

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We get it. Planning for retirement is probably not at the top of your to-do list right now. That's why we created the My Retirement Benefits Workshop—to give you the information and tools you need now.

Location: Fullerton College
321 E. Chapman Ave
Fullerton, CA 92832
Room: 2155 (limited parking permits available)

Date: Tuesday, December 4, 2018
Time: 12:00pm - 1:30pm

"This workshop will focus on part-time and adjunct educators"

In this hour-long informal workshop, you'll learn:

- How to calculate your CalSTRS monthly retirement benefit.
- About the gap between your CalSTRS benefit and your retirement income goal, and ways you can bridge it.
- The steps to take to how to increase your retirement benefit.
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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 (see our 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 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 Fall 2018 the deadline is Dec. 8, 2018.

Welcome, new AdFac members!

Liliana Huerta, CC, Counseling
Mareena Morrow, CC, Counseling
Adrienne Sanchez, CC, Counseling
David Aklehughe, CC, Photography
Gail Williams, NOCE, ESI
Nancy Lay, NOCE, ESI
Lauren Maynard, NOCE, ESI
Ronal Segovia, CC, Music
Anthony Giacalone, FC, Math/Comp Sci
Ashley Vienor, FC, Natural Science
Michael Wintersole, CC, CTE
Eric Sanzon Perez, CC, Counseling
Julissa Cervantes, NOCE, Parenting
Lyndsay Madur, CC, Counseling
Michael Bradley, CC, English
Lisa Patrick, FC, Music
Eddie Moreland, CC, CTE
Marina Villavicencio, FC, Business

Cheryl Perkins, FC, Business
Emily Robles, CC, English
Maya Novacky, FC, Counseling
Jennifer Yoon, NOCE, Pharmacy
Aylin Ozturk, CC, Photography
Michelle Schenkem, FC, Library
Jen Ho, CC, English
Brittany Hubble, CC, Comm.
Maria Villareal, NOCE, LEAP
Michael Skinner, CC, Chemistry

Congratulations to Adjunct Faculty United for receiving the following award, presented at the August AFT Convention in Pittsburgh:

“2018 Pride of the Union Award”

Note: This is the sixth time Adjunct Faculty United has received this award at the AFT Convention.

Welcome Back, Returning Members!

Marie Diedoff, NOCE, ESL
Maria Espinosa, NOCE, ESL
Jacqueline James, FC, Business
Monik Jones, CC, Dance
Izabela Switala, CC, Health Science
Vanessa Ferreira, FC, English

Leland Sampietro, CC, Counseling
Selena Zeledon, FC, English
Jasmine Rodriguez, FC, Reading
John Wint, FC, Golf Coach
Robert Jursqui, FC, Counseling
Craig Russell, FC, Paralegal
Dear Adjuncts,

I hope you have all had a successful semester and are ready for the holidays. The reduction in the number of classes districtwide has hit adj- junts hard, and many of us have fewer or no class assignments for next spring. As we all know, there were a lot of developmental courses in those depart- ments and they were largely taught by adjuncts.

From what I have learned, the vast majority of instructors with preferred consideration were able to get their full complement of classes, even if at less than optimal days and hours. Preferred consideration is something AdFac has worked hard to pro- tect. Recently, after the district refused to allow an adjunct with preferred consideration the right to grieve the illegal denial of a class assignment, AdFac took the district to arbitration where that right was affirmed. This was an extremely important decision in defending preferred consideration.

But we are still at loggerheads with the administration over rehire rights. That, and the fact we have been waiting seven months for the mediator’s report, is essentially what’s been holding up our contract negotiations. But recently the mediator contacted us and said a decision will be handed down in the next few weeks. When that happens, we will be able to sit down with the district, resolve the remaining issues, and sign a contract.

Some important news: AdFac has made terrific strides in expand- ing our membership, which is critical with the war against union- ism that is going on nationwide. Instead of our membership de- creasing, as anti-union forces had anticipated, we have expanded membership since the Supreme Court decision! It is imperative that we continue this momentum in order to show the district we stand together in demanding a fair contract. Please support your union and help in any way you can with our upcoming member- ship drives.

I wish you all a happy holiday season and a great start in the soon-to-be new year.

In solidarity,

—Kent Stevenson

Imponderables

Christmas — what other time of year do you sit in front of a dead tree and eat candy out of your socks?

We Need YOU!

AdFac promotes parity for adjunct faculty.

New members join AdFac — with drives held this Fall

Last Spring you may have seen tables set up on the Fullerton and Cypress campuses for our membership drive. AdFac staff and volunteers as well as CFT organizers were on both campuses April 30-May 3 (Fullerton) and May 7-10 (Cypress) to answer questions about the union and to sign up new members.

The results: 97 new members, 62 recommits. This was a very positive outcome. We celebrated with a pizza party for all adj- junts who joined. We are very pleased with the success of this membership drive and plan on more in the future, including a drive at the Anaheim campus for NOCE adjuncts.

Since that drive we have steadily been gaining more new mem- bers, both during the summer and the fall. We now have 823 members, both during the summer and the fall. We now have 823

prefered members we have, the more bargaining power we have to improve the working conditions for all adjuncts in this district. Everyone is encouraged to join our union. You can sign up on our website or online: https://leadernet.aft.org/webform/adjunct-faculty-united

AdFac holds unemployment workshops

Two unemployment workshops sponsored by CFT were held for NOCCCD adjuncts at the end of Spring semester. The first was held at Cypress College and the second was held at Fullerton College.

CFT Organizers Erin Conley and Lyndsey Lefebvre conduct- ed both workshops. Their purpose was to teach adjuncts how to apply for unemployment benefits in California. The work- shops included eligibility, qualifications and responsibilities, filing a claim, FAQs, interviewing tips and appeals.

Additional workshops are being planned in the spring.

Are you a full member? If not, join now!

To secure the best wages and working conditions, we need as many employees in the bargaining unit as possible to join the union.

We can do more for each other and for public education if we all act together. We encourage and invite all former agen- cy fee payers to become full members of our union. Union members have a voice and vote in all the activities of the union. They can do more for each other and for public education if we all act together. We encourage and invite all former agency fee payers to become full members of our union. Union members have a voice and vote in all the activities of the union. They can

Get extra money during the holidays!

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 adminis- tered your last final.

Tell them you have been laid off (unfortunately, you have, even if your union is in the printed Fall Class Schedule, since “your” class might not fill a or full-time faculty might take it to fullfill his or her regular load).

Tell the caseworker you want to apply for unemployment com- pensation. 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 teach- er, 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 89-55U1 (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 one more knowledgeable.

Or apply online: www.edd.ca.gov/apply4ui.
The new state law on reemployment rights for part-time faculty did not specifically remove part-time faculty’s status as “at will” for part-time faculty. The District administration is desperate to prevent part-time faculty from having reemployment rights by Denny Konshak

The union's position is that, in accord with the new state law, if a part-time faculty member is doing a good job (no unsatisfactory evaluations) and the work is there, they should be re-employed. The union has also proposed that, if the Dean should have minor problems with a continuing teacher's performance, they should inform you with a list of needed improvements and then give you a semester/trimester to rectify any shortfalls before terminating you. AdFac feels this is a reasonable proposal and a decent way to treat valuable part-time faculty.

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The union and the district continue to wait for the fact-finding report — 221 days after the April 19th hearing.