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Inside this issue:

Finally—A Settlement!

by Denny Konshak

Negotiations on a new contract for part-time faculty at North Orange County Community College District began on February 3, 2017. And in June 2017 stalled. And stalled further through state mediation and fact finding. In a last-ditch effort to get a settlement, AdFc’s Negotiating Team met with the state-appointed fact finder (Ms. Bonnie Castrey) and district negotiators on January 14, 2019. The session began at 10:00 A.M. and lasted until 5:30 P.M. Thanks to the AdFc team—John Orr, Kent Stevenson, Tonya Cobb, Manjit Grewall, Denny Konshak—for enduring all day AND getting a settlement.

Basically, your negotiations team finally convinced the district to separate the issue of re-hire rights from the rest of the contract (and agree to those things we both could agree to).

Key points of the settlement: (see complete agreement on AdFc’s website, www.adfacunited.org)

1) The district will increase the part-time faculty salary schedule by 7.56% as of Fall Semester/Fall Trimester 2019.
2) All part-timers who worked Fall 2018 will be paid a one-time off-schedule BONUS of $1,000. If you were working and got a paycheck in November 2018, you should get this bonus. The district will try to give you this bonus as soon as possible, but the settlement allows them until July 2019 as a deadline. Note that the agreement is not final until the district Board of Trustees approves—hopefully the last Tuesday in February.
3) Re-hire rights remains an open discussion, and a special committee will be convened after ratification of the settlement to bring the district in compliance with the new state law that demands re-employment preference for part-time faculty. The discussion will be facilitated by mediator Ms. Bonnie Castrey, who also served as fact finder.
4) Salary step advancement has become automatic as of Fall 2019. Steps are granted after two years of service with the district and members previously had to submit an application to move to the next step. Now steps shall be granted automatically and will be effective immediately after the requirements are met (4 semesters or 6 trimesters of service).
5) Positions on the Academic Senate, District Consultation Council, Technology Coordinating Council, Council on Budget and Facilities, and the District (continued on p. 4)
President’s Corner

Dear Adjuncts,

I trust you all had a relaxing or at least an interesting winter break. Your executive board has been busy these last several weeks working on our contract, and we are happy to tell you the eight-month stalemate with the district is over, we have reached a tentative agreement that we believe part-timers will be happy with. Please read Denny Konshak’s report in this newsletter for the details, but the highlights include a pay raise, a one-time bonus for back-pay, and automatic step increases!

A key point in getting this contract resolved was the district’s willingness, finally, to separate contract negotiations from the Supreme Court shot down negotiations over the new state law (AB1379) mandating a rehiring rights policy. Rehiring rights will now be negotiated separately by representatives from AdFac and the district after the next contract. This law is unprecedented policy waters for community colleges in general, and extremely important for us to establish at NOCCCD. We will be asking for support from our sister unions and especially from part-timers. It is imperative that we all speak loudly and emphatically to keep this critical opportunity from slipping away. Also, we are in the process of finalizing a far-reaching agreement that will guarantee AdFac access to members for purposes of sharing information and new employee orientation.

So, we have been able to accomplish a lot in the last several months. But all of this work depends entirely upon the continued support of our members. If we are to survive as a union local and a viable bargaining unit, we need to have at least 80% union membership. It’s critical that all adjunctors join us in fighting for more rights and fair treatment in the coming school year. Please don’t be a free-loader! If you are not a union member, join now!

In solidarity,
Kent Stevenson

We Need You!

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

- Negotiations Committee Member
- COPE Committee Chair
- Secretary
- Technology Coordinating Council
- Academic Senate positions

E-Board Job descriptions can be found in our Constitution on line at www.adfacunited.org/Publications

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Find us at Fullerton College
AdFac has an office on the Fullerton campus and we’d welcome calls and/or visits from our adjuncts. We’re located in Rm. 1250-04 714-992-7187 (leave a message)
Office Hrs: MW 1:00 – 2:00PM
TTH 1:00 – 3:00PM
jorr@fullcoll.edu kentitis@adfacunited.org

Imponderables

Doesn’t “expecting the unexpected” make the unexpected expected?

Part-timers are sticking with their unions—

New members join AdFac, and more drives will be held this spring

Part-time faculty have embraced their unions since the US Supreme Court shot down 40 years of precedent in the anti-union Janus ruling. Membership among adjunct faculty has risen throughout the state. As for fee payers, who were immediately moved to non-member status, a number of them have contacted the union and asked to be signed up as members.

Last year 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 Cypress and Fullerton campuses to answer questions about the union and to sign up new members. The results—97 new members, 62 recommitments, a very positive outcome. We celebrated with a pizza party for all adjuncts who joined. Due to the success of this membership drive, we plan on more drives this year, including one at the Anaheim campus for NOCE adjuncts.

We have steadily been gaining more new members, both during the summer and the fall. We now have 832 members (see page 3 for a list of our newest members) and are at 61%. 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 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.

District holds training workshops

NOCCCD offered two training workshops for adjuncts on January 22 at Cypress College and Fullerton College. A third will take place April 16 at NOCE’s Anaheim campus.

District Human Resources conducted the workshops. Topics included sexual harassment, Title IX, Risk Management, Payroll, and AdFac. Adjuncts were paid at the lab rate for attending one of the four-hour workshops. About 170 adjuncts took advantage of the training and pay. Attendance was optional. The workshops were considered very successful.

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 agency 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 bargaining agreement. Adjunct Faculty United and other locals also 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.

AdFac's Promoting Parity for Adjunct Faculty

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AdFacts Promoting Parity for Adjunct Faculty
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Tips and useful info for our new part-timers

Welcome, new AdFac members!

Welcome Back, Returning Members!

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 sem-
- STRS retirement—the District contributes, you con-
- EDD—between semesters/trimesters and in summer,
- STRS retirement—the District contributes, you con-
- You must not be otherwise eligible for or enrolled in health care coverage, as an employee, spouse, domestic part-
- Priority for rehire—is another future benefit for new-
- Teaching resources—see Article 7, Working Condi-
- 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 spon-
- Your fringe benefits—
- Your salary—
- STRS retirement—the District contributes, you con-
- District will reimburse up to $870 per semester or $5
- 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.

AdFacts COPE Chair moves on

Justin Richardson was an adjunct faculty member at Fullerton College’s Busi-

Welcome Back, Returning Members!

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AdFacts to celebrate its 100th Anniversary at Convention 2019

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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 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
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, ext 4457.

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 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 FOR COLLEGE

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.

Finally—A Settlement!
(continued from page 1)

Enrollment Management Advisory Committee are PAID positions and members receive extra money for serving—interested? Contact AdFac at (714) 526-5759.

6) New language includes a due date for evaluations to be returned to part-timers (no later than 14 days after the completion of the term), and AdFac can now use the district email system to contact you for official business only.

AdFac members will be receiving a ballot to vote on the Tentative Agreement. Once AdFac has the approval of its members, then the district Board of Trustees has to vote to approve (probably at their February 26 meeting).

Kaye Lennon Scholarship 2019
Applications are being accepted now for a $500 scholarship from AdFac to a student in North Orange Continuing Education. He/she will be the 18th winner since the scholarship program began.

Last year, Javier Sunato, an NOCE student in ESL, 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 event in May at the Anaheim campus.

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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 usually don’t have a 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.

Join AdFac, It’s Easy—Sign up online!
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Adjudants can get health care premiums reimbursed

Did you know that Adjunct Faculty United offers adjuncts health insurance premium reimbursement? The District will reimburse up to $870 per semester or $580 per trimester for insurance premiums you paid during the semester/trimester to an independent health care plan in which you are enrolled. Here are the details (see our contract Article 12 on our website: www.adfaceducated.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 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 2019 the deadline is May 25, 2019.

Noncredit: For Winter 2019, April 5, 2019 is the 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 5, 2019
- Spring Semester: May 25, 2019
- Spring Trimester: June 28, 2019

*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.

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 generous. Amounts could vary.
- 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.

Welcome, new AdFac members!

Holly Gracis-Iris, CC, Kinesiology
Wasan Alfraby, NOCE, High School
Gregory Gonzales, FC, Welding
Ryan Langley, FC, Sociology
Salvador Lopez, FC, Digital Art
Natasha Ramos-Bernal, FC, Politics
Alejandra Solorzano, FC, Math
Adam Tyson, FC, Philosophy of Religions
Christina Chao, CC, Psychology
Khanichi Charles, CC, Biology
Arwen Jordan-Zimmerman, FC, Sociology
Jacque Lorodo, FC, Chemistry
Allen Menton, FC, Music
Alejandro Espinosa, CC, Sociology
Chase Way, FC, Philosophy of Religions
Howard Groom, CC, Sociology
Song Hong, NOCE, ESL
Justin Huft, FC, Psychology
Scan Black, CC, Photography
Michael Monte, CC, Mortuary Science
Christine Jun, CC, US Government
Jessica Jun, CC, Posh Tech
Catherine Lamar, FC, Psychology
Cristina Lord, FC, Music
Andrew Wilson, FC, Speech
Jacquelyn Johnston, FC, Counseling
Brittany Hamer, CC, Counseling
Cindy Dicken, FC, Music
Allison Eversoll, FC, Theatre/Dance
Jason Jenkins, CC, English
Kevin Knowles, CC, English
Amelia Mosley, CC, Counseling
Jacqueline Walston, CC, Chemistry
Vyonne Yu, CC, Mortuary Science

Welcome Back, Returning Members!

Vyikki Morgan, CC, Court Reporting
Noemi English, CC, Automotive

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 in part, by another employer.

- Priority for rehire—is another future benefit for new-timers. 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 paid, in full or in part, by another employer.

- Teaches teaching—see Article 7, Working Conditions, of the contract (on our website: www.adfaceducated.org).

A main condition is that you have the same access to resources and media (red ink pens for English teachers, etc.) as the full-time faculty in your department.

AdFac is your union and we welcome your participation. Call 714/526-3759 and volunteer your skills now.
President’s Corner

Dear Adjuncts,

I trust you all had a relaxing or at least an interesting winter break. Your executive board has been busy these last several weeks working on our contract, and we are happy to tell you the eighteen-month stalemate with the district is over; we have reached a tentative agreement that we believe part-timers will be happy with. Please read Denny Koshak’s report in this newsletter for the details, but the highlights include a pay raise, a one-time bonus for back pay, and automatic step increases!

A key point in getting this contract resolved was the district’s willingness, finally, to separate contract negotiations from negotiations over the new state law (AB1379) mandating a retiree rights policy. Retiree rights will now be negotiated separately by representatives from AdFac and the district soon after ratification of the contract. This law is unprecedented policy waters for community colleges in general, and extremely important for us to establish at NOCCCD. We will be asking for support from our sister unions and especially from part-timers. It is imperative that we all speak loudly and emphatically to ensure that we all speak loudly and emphatically to keep this critical opportunity from slipping away. Also, we are in the process of finalizing a far-reaching agreement that will guarantee AdFac access to members for purposes of sharing information and new employee orientation.

So, we have been able to accomplish a lot in the last several months. But all of this work depends entirely upon the continued support of our members. If we are to survive as a union local and a viable bargaining unit, we need to have at least 80% union membership. It’s critical that all adjuncts join us in fighting for more rights and fair treatment in the coming school year. Please don’t be a free-loader! If you are not a union member, join now! In solidarity,

Kent Stevenson

Part-timers are sticking with their unions—
New members join AdFac, and more drives will be held this spring

Part-time faculty have embraced their unions since the US Supreme Court shot down 40 years of precedent in the anti-union Janus ruling. Membership among adjunct faculty has risen throughout the state. As for fee payers, who were immediately moved to non-member status, a number of them have contacted the union and asked to be signed up as members.

Last year 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 to answer questions about the union and to sign up new members. The results—97 new members, 62 recommitments, a very positive outcome. We celebrated with a pizza party for all adjuncts who joined. Due to the success of this membership drive, we plan on more drives this year, including one at the Anaheim campus for NOCE adjuncts.

We have steadily been gaining more new members, both during the summer and the fall. We now have 832 members (see page 3 for a list of our newest members) and are at 61%. 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 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.

District holds training workshops
NOCCCD offered two training workshops for adjuncts on January 22 at Cypress College and Fullerton College. A third will take place April 16 at NOCE’s Anaheim campus.

District Human Resources conducted the workshops. Topics included sexual harassment, Title IX, Risk Management, Payroll, and AdFac. Adjuncts were paid at the lab rate for attending one of the four-hour workshops. About 170 adjuncts took advantage of the training and pay. Attendance was optional. The workshops were considered very successful.

We encourage and invite all former agents and public education if we all act together. We encourage and invite all former agent-
Volume 18, Issue 1

Promoting Parity for Adjunct Faculty

Negotiations Update

January 3, 2017. And in June 2017 stalled. And stalled further through state mediation and fact finding. In a last-ditch effort to get a settlement, AdFac’s Negotiating Team met with the state-appointed fact finder (Ms. Bonnie Castrey) and district negotiators on January 14, 2019. The session began at 10:00 A.M. and lasted until 5:30 P.M. Thanks to the AdFac team – John Orr, Kent Stevenson, Manjit Grewall, Denny Konshak – for enduring all day AND getting a settlement.

Key points of the settlement: (see complete agreement on AdFac’s website, www.adfacunited.org)

1) The district will increase the part-time faculty salary schedule by 7.56% as of Fall Semester/Fall Trimester 2019.

2) All part-timers who worked Fall Semester/Fall Trimester 2018 will be paid a one-time off-schedule BONUS of $1,000. If you were working and got a paycheck in November 2018, you should get this bonus. The district will try to give you this bonus as soon as possible, but the settlement allows them until July 2019 as a deadline. Note that the agreement is not final until the district Board of Trustees approves – hopefully the last Tuesday in February.

3) Re-hire rights remains a contentious issue. The discussion will be facilitated by mediator Ms. Bonnie Castrey, who also served as fact finder.

4) Salary step advancement has become automatic as of Fall 2019. Steps are granted after two years of service with the district and members previously had to submit an application to move to the next step. Now steps shall be granted automatically and will be effective immediately after the requirements are met (4 semesters or 6 trimesters of service).

5) Positions on the Academic Senate, District Consultation Council, Technology Coordinating Council, Council on Budget and Facilities, and the District (continued on p. 4)

77th ANNUAL CALIFORNIA FEDERATION OF TEACHERS CONVENTION

March 22-24, 2019
Millenium Biltmore
Los Angeles, California

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.

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

Finally—A Settlement!

by Denny Konshak

Negotiations on a new contract for part-time faculty at North Orange County Community College District began on February 3, 2017. And in June 2017 stalled. And stalled further through state mediation and fact finding. In a last-ditch effort to get a settlement, AdFac’s Negotiating Team met with the state-appointed fact finder (Ms. Bonnie Castrey) and district negotiators on January 14, 2019. The session began at 10:00 A.M. and lasted until 5:30 P.M. Thanks to the AdFac team – John Orr, Kent Stevenson, Tonya Cobb, Manjit Grewall, Denny Konshak – for enduring all day AND getting a settlement.

Basically, your negotiations team finally convinced the district to separate the issue of re-hire rights from the rest of the contract (and agree to those things we both could agree to).

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