CFT celebrates 100-year anniversary at 2019 Convention

More than 600 delegates and guests gathered at the historic Millennium Biltmore hotel in downtown Los Angeles to take part in the 2019 CFT Convention March 22-24. Throughout the weekend, members celebrated CFT’s 100-year anniversary, recognizing the incredible activism, dedication, and success of generations of educators and classified professionals who worked tirelessly over a century for our students, our schools, and our professions.

The highlight of the celebration was the 100-year anniversary gala event on Saturday night, where Rebecca Rust, the daughter of legendary CFT president Ben Rust and a world-renowned classical musician, gave an incredible performance with her husband Friedrich Edelmann. Retiring CFT President Josh Pechthalt was recognized at the gala with CFT’s highest honor, the Ben Rust Award, for his bold and successful leadership of the union.

At the Convention, delegates elected new CFT officers, division council leaders, and vice presidents. CFT Secretary Treasurer Jeff Freitas was elected as CFT’s new President, and Council of Classified Employees President Luukia Smith was elected CFT’s Secretary Treasurer. Luukia Smith became the first classified member of CFT to assume a top leadership position in the organization. Together, she and Jeff are also the first LGBTQ leaders elected to each of the top two union positions.

The CFT Convention is the highest policy making body in the union. This year, delegates passed 16 resolutions to guide the union in the coming year. Resolutions included charter school accountability, limiting standardized tests, opposing privatization, supporting part-time faculty, and increasing school funding.

Special Points of Interest -

#RedforEd
Unemployment
In remembrance

Breaking news:

Judge Finds District Guilty!

See page 6 for details
President’s Corner

Dear Colleagues,

The Public Employment Relations Board has confirmed our belief that NOCCCD has been guilty of bad faith bargaining. Two years ago we were disappointed that the district felt no compunction about trying to bully adjunct faculty with these tactics in the first place, assuming that its willingness to spend extravagant amounts of money on legal counsel would make it impossible for AdFac to fight back. It’s good to know that, in this case at least, justice has prevailed.

Now the challenge is to bring the district around to making a genuine effort at honoring the intent of State Law 1379, which mandates the district bargain, in GOOD FAITH, a reasonable implementation of a rehire rights policy for adjunct faculty. As we have demonstrated, this is an issue that Adjunct Faculty United is committed to and we will not allow the district to wear us down or walk away from. But for this to be successful we are depending upon the support of all adjunct faculty. It is critically important that every administrator knows you support the efforts of your union by keeping your membership active and by encouraging all of your colleagues to confirm their membership in Adjunct Faculty United. Make sure the district hears your voice!

Soon we will be sending out a survey asking about your opinions on rehire rights and other important issues such as pay equity, work load, and seniority. Please give us thoughtful responses so we know what your thoughts are on each of these issues.

In unity we will prevail!

- Kent Stevenson

District HR holds its 2nd annual health and wellness fair in April

The District’s annual health and wellness fair was open to all NOCCCD staff and faculty and was held at Cypress College-CCPLX 4th Floor on Thursday, April 4. Staff and faculty were encouraged to register for their many health screenings. Due to high demand and interest, the District removed the screening limit and encouraged everyone to take advantage of these free services. Additional screenings were available on a first-come, first-serve basis.

Don’t argue with an idiot; people watching may not be able to tell the difference.

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 12:45—1:45PM (Kent)
TTH 1:00—3:00PM (John)

John Orr  Kent Stevenson
jorr@fullcoll.edu  kentitis@adfacunited.org

2019 Executive Board Meeting
May 17

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.
In remembrance of Sam

We are sad to announce the passing of our local’s past president, Sam Russo.

Sam was one of the core group who helped establish our local, Adjunct Faculty United. He was President of our local for 12 years, and served on the Negotiations Team for a number of years. He retired from the local in May 2015.

He also served for ten years on the Executive Council of the CFT. While on that council, he served on the Legal Defense Fund Committee. For six years, he was Chair of the CFT Part-time Faculty Committee. He also served two years on the AFT Higher Education Program and Policy Council as well as the Academic Staffing Crisis Committee of the PPC. And he attended AFT ULI when it was still held at UC Santa Cruz.

Prior to his work with Adjunct Faculty United, he served on the negotiating team of the El Camino College Federation of Teachers and was a vice president of the ECCT. He also was an official delegate to 13 CFT Conventions.

Sam taught at Cypress College for 27 years, and at El Camino College for 23 years. His wife, Barbara, who was both secretary and adjunct professor at Cypress College, served on the AdFac Executive Board as Secretary.

Sam was known for his wit and sense of humor. He was extremely dedicated to and passionate about part-timers and our union. When speaking about our local, he once said:

“Our first contract was one of the best in the state, and we have made significant progress in terms of compensation, health benefits, rehire rights, and the grievance process, but we still have a long way to go.”

Many thanks to Sam for all he did for AdFac and for CFT. He will be greatly missed by all of us, but especially those who knew and worked with him for so many years.

Services will be held 9am Saturday, May 11, at Memory Garden Memorial Park in Brea.

Welcome, new AdFac members—

Tracy Sattler, NOCE, ESL
Cynthia Ramirez, NOCE, HS Math
Adira Edmund, CC, English
Frederick Espino, CC, Psych Tech
Kimberly Alofaituli, CC, Psych Tech
Ian Boles, CC, Geography
Joshua Cho, FC, Photography
Ron Croteau, CC, ESL
Kathleen Mastin, NOCE, health
Francisco Perez, CC, Biology
Christina Ramirez, FC, Sociology
Cheryl Trapani, NOCE, LEAP
Iris Zelaya, CC, Counseling
Barbara Kenerson, CC, Nursing
Andrea Fouts, CC, Music
Jonathan Gerrard, NOCE, Music
Tatiana Pedroza, CC, Ethnic Studies
Michelle Gomez-Velazquez, FC, Business Writing
Daniel Herrera, CC, Counseling
Harinder Kahlon, NOCE, ESL
Vanessa Montero, FC, Counseling
Caitlyn Carralejo, CC, Counseling

—and returning members!

Tina Johannsen, CC, Psych Tech
Steven Lacoste, FC, Music
Ernie Delfante, FC, Music
Walter Marlowe, NOCE, Mature Driver

Aava Dental is a group of unionized dental offices, with locations all over Southern California.

Start using your 2019 dental benefits!

Dental Provider List:
Los Angeles County
North Hollywood 818.712.4560
Tanzania 818.310.3511
Valencia/Santa Clarita 661.593.7396
Orange County
Footill Ranch 949.315.5546
Fletcher 714.998.9902
Huntington Beach 714.416.1677
Santa Ana 714.481.1055

Inland Empire
Lake Elsinore 951.226.7606
Ontario/ Upland 909.234.4066
Riverside 951.977.8593
San Diego County
San Diego 858.261.2735
Ventura County
Casitas 805.993.4069

Call us to make an appointment today
(855) 228-2336
Scholarships are available to members in 2019

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.

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.

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, 2019.

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.

Kaye Lennon Scholarship 2019

Angela Natasha has been awarded a $500 scholarship from AdFac. She is a student in the High School Diploma program in NOCE. Angela is the 18th winner since the scholarship program began.

Last year, Javier Sutanto, 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 her scholarship at the NOCE Scholarship Award event in June in Los Alamitos. Congratulations, Angela!
The Grievance Corner

by Denny Konshak

Do part-time faculty have rehire rights at NOCCCD?

District administrators piously claim Article 6 of the current contract includes rehire rights.

However, Article 6.3.5 says, “...this does not create any guarantee, right, or entitlement of the Unit Member to assignment or 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....”

This sounds to the Union like part-time faculty have no rehire rights... Yet!

Your union will continue to fight to get real rehire rights as incorporated in state law. Most other districts in our area have already given rehire rights to part-time faculty. What is the problem at NOCCCD?

Interested in getting more money, benefits, and better working conditions?

Want to help your part-time colleagues do the same? Then this is for you!

AdFac negotiations team who looked for part-time faculty union in the North Orange County Community College District, is looking for adjuncts to fill Executive Board positions for 2017-19. We want members who are enthusiastic, dedicated, motivated and want to see major improvements in their working environment. Elections for the following positions on our Executive Board are going on now:

President VP, Cypress
Secretary VP, Fullerton
Treasurer VP, NOCE

Officers are elected every other year for a two-year term. They are expected to attend all monthly Board meetings, participate in 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-good-standing* of AFT Local 6106 and teach 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).

Notice of Nomination and Election of Officers were mailed to all members April 5. Ballots are due May 10.

For more information, please contact the AdFac office, 714-526-5759 or union@adfacunited.org.

Get extra money this 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 resumes in late 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-time teachers 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, you can always hang up, call back, and start the process all over again with someone who is more knowledgeable. Or apply online at www.edd.ca.gov/eapply4ui. Enjoy the summer!

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

A decision from PERB Judge Scott Miller found the NOCCCD guilty of bad faith bargaining in the most recent round of negotiations with the union. These negotiations started early in 2017 and, with the district continuing to rebuff all rehire rights proposals, reached a degree of finality under factfinder Bonnie Castrey. The result: your $1,000 bonus check of 2019 and a salary increase of 7.56% for Fall 2019.

This long process still has not resulted in any rehire rights for part-time faculty at NOCCCD. During this process, the judge found that the District, under Chief Negotiator Irma Ramos, Vice Chancellor for Human Resources, had violated the Educational Employment Relations Act (EERA).

Basically, the EERA mandates that both parties in negotiations act in good faith and not engage in regressive bargaining. The concept of regressive bargaining is not complex—as either side makes proposals, each new proposal on a given topic should move the parties closer to final agreement. Not rocket science. So, if the district starts by offering a 3% raise and the union says 6%, the next round has to find the district upping its 3% and the union lowering its 6%. That’s how the game should be played. The district couldn’t do that, especially regarding rehire rights.

Negotiations had started early in 2017. On June 19, 2017, the district made a new proposal on preferred consideration rehire rights, which, among other items, added a list of nine new ways for part-time faculty to lose their preferred consideration rights: it included such things as turning in your book order form late once, or not providing a syllabus by the first class once. In addition, the district had been regularly tardy to negotiations sessions (once having arrived 52 minutes late). AdFac said “enough” and filed an unfair labor practice charge for regressive bargaining while at the same time continuing to mediation and fact-finding.

Finally, on September 26, 2018, the unfair charge went before a judge. Julie Kossick, District Director of Personnel, testified under oath that the district felt the new list of ways to lose preferred was something that the union had asked for and was something that the district thought would be acceptable to the union, leading to settlement! AdFac President Kent Stevenson testified that he was “shocked” by the negativity of the list. Others on the union’s negotiating team were insulted. The judge did not believe Ms. Kossick, labeling her assertion as “patently improbable” in his decision of April 16, 2019.

So the court has now issued a cease and desist order against the district for bad faith bargaining and has ordered the parties back to the bargaining table and rescinded the district’s regressive proposals (including the list of new ways to lose preferred mentioned above).

Now what? When AdFac returns to the bargaining table, the district should respect part-time faculty, who contribute so much to the district’s success. AdFac remains resolved, with the support of all part-time faculty, to finally achieve rehire rights! Stay tuned as this story continues to evolve.

Adjuncts 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.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 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:

<table>
<thead>
<tr>
<th>Semester/Trimester</th>
<th>Deadline</th>
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<tbody>
<tr>
<td>Winter Trimester</td>
<td>April 5, 2019</td>
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<tr>
<td>Spring Semester</td>
<td>May 25, 2019</td>
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<tr>
<td>Spring Trimester</td>
<td>June 28, 2019</td>
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*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.
“What are Great Working Conditions?”

This was the theme of the annual California Part-time Faculty Association’s 2019 spring conference hosted by Fullerton College on April 6. About 60 people attended from various parts of the state.

Program topics included: CalSTRS/Social Security/Retirement, Legislative and Budget Update, CPFA Analysis, “Where Does Your College’s Money Go?” and “What Academia Gets Wrong About Part-Time Faculty.”

Guest Speakers were Assemblywoman Sharon Quirk-Silva; Evan Hawkins, Executive Director of FACCC; David Milroy, Director of Administration for CPFA. Keynote speaker for the event was Adam Wetsman, President of FACCC who spoke on long-term strategies for part-time equity. Sharon Hendricks, member of CalSTRS Board, and Deborah Dahl Shanks, PT Faculty Retired Member of FACCC Retirement Committee, spoke on CalSTRS and Retirement.

Discussion by an Adjunct Advocate Panel consisted of John Sullivan, San Bernardino CCA/CTA; Meghan O’Donnell, CSU-CFA; Alexis Moore, Pasadena CC, CCCI; Mia McIver, UC-AFT; Kent Stevenson, AdFac; Veronica Miranda, Cerritos CCFF/CFT; and John Martin, Chair, CPFA and Moderator.

“Where do we want to go from here?” concluded the conference. The all-day event culminated in a social hour at Fullerton Brew Co.

Afterwards, one participant said, “I see more clearly than ever the need for equitable pay, rehire rights, and dignity and respect. Adjuncts who teach at three or more schools have a tough life, and it shouldn’t be. I know AdFac will be working on these issues with renewed purpose as a result of this conference.”

Many thanks to David Milroy, John Martin and Alexis Moore of CPFA for an interesting and informative conference.

The California Part-Time Faculty Association (CPFA) was founded in 1998 and is dedicated to supporting the opportunity for all community college students to have equal access to quality education by promoting professional equity for all faculty. For more information, visit their website at www.cpfa.org. Questions? Please contact John Martin, Executive Chair, at jmartin@cpfa.org or the CPFA Director of Membership at membership@cpfa.org.

Are you a member? If not, join us!

To get the best wages and working conditions, we need as many members in the bargaining unit as possible.

We can do more for each other and for public educa- tion 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

Join AdFac, It’s Easy—Sign up online!

https://leadernet.aft.org/webform/adjunct-faculty-united
Teacher Appreciation Week

May 5-11 is Teacher Appreciation Week! Teachers change the lives of millions of students every day, and their work and impact extends far beyond the boundaries of the classroom. Thank you, teachers, for all you do every day in our California schools and colleges to support student learning and build strong communities.

#ThankATeacher

Register now: Speak out for public education!

Join CFT in Sacramento on May 22 for the statewide #RedForEd Day of Action in support of public education! Join educators, parents, students, and community allies from across the state to demand funding for our schools, colleges, and universities and to protect our schools from the billionaire privatizers!

To register: www.cft.org/may22

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.