AdFac’s first membership meeting starts off strong
by Lauren Maynard

Adjunct Faculty United held its first membership meeting August 15 with about 65 members attending; the meeting immediately followed the District’s Adjunct Faculty Orientation held at the Anaheim campus.

Despite the final, lengthy IT presentation eating into the union’s meeting time, dozens of hungry attendees enjoyed a catered Mediterranean lunch (courtesy of AdFac) while learning more about the union’s newly revised and streamlined Constitution and By-laws, including the new allowance for electronic elections for Executive Board members held biennially.

Tonya Cobb, Vice President of Cypress for AdFac and the chair of the Constitution and By-laws Committee, is seeking members to participate on the Constitution Committee for the 2020 revision of the Constitution. Interested individuals may contact her directly by email at tlc4books@gmail.com.

AdFac members also heard about the Committee on Political Education (COPE)’s goals for the approaching election season. COPE comprises voluntary contributions from members in addition to their regular dues. These contributions go toward endorsing candidates (regardless of political party) for local and state offices who support educational laws and policies that directly benefit the adjunct faculty of NOCCCD.

Melissa Medich, COPE Chair and an Anthropology adjunct at Fullerton College, is looking for volunteers to participate on the COPE Committee. Interested members can get in touch with her via email at mmedich@gmail.com. There will be a COPE membership meeting on October 16 at 6pm at Fullerton College.

The meeting concluded following a lengthy discussion of Rehire Rights and an invitation to take a membership-wide survey in preparation for next year’s contract negotiations (see our website and take the survey). The Negotiations Committee consists of a group of Executive Board members who work diligently for all adjuncts.

Note: We will have Rehire Rights Survey events in the next few months and we’d love to have you join us: Sept. 20, 11AM, Fullerton College; Oct. 18, 11AM, Cypress College; Nov. 22, 11AM, NOCE. We are also planning EDD clinics in December and a Membership Drive in February 2020.

(See photos on page six.)
Dear Colleagues,

Welcome back to Fall semester, 2019. I hope you all had time over the summer to rest and get sufficiently rejuvenated for the coming term. We at Adjunct Faculty United have been working hard all summer at a variety of union tasks. Our Constitution Committee put in a great deal of work bringing our Local 6106 Constitution up to date, which was successfully voted in at a district-wide meeting. This took place after the Adjunct Training Session on the Anaheim Campus, for which we all were reimbursed by the district after some prodding by AdFac. Because of what AdFac considers an overly legalistic interpretation of the last contract, the district excluded a number of adjuncts who clearly deserve the $1,000 bonus. We are currently working to rectify this wrong as well as continuing in our effort to get an agreement with the District on rehire rights.

It is a critical time for unionism in our country. The post-Janus health of unions nation-wide is not the dire situation anti-labor forces had hoped for, and Adjunct Faculty United has experienced tremendous support from our members. However, it is more important than ever that we stick together and speak truth with one voice to the power structure in this country and this district. Looking at the 73 community college districts in California, it is easy to tell which ones have strong union support/membership from their faculties: the ones with the fairest wages, paid adjunct office hours, rehire rights, and in general treat their part-time faculty with the same dignity and respect as full-timers. Because we are an adjunct-only local, average about a 20% turnover every semester, and are spread over three campuses, it has always been challenging for AdFac to keep up high union membership. But it is crucially important that we do so. It is the only way we will be able to get the concessions from the District of fair wages, decent working conditions, and the tools we need to provide our students with the education they deserve. If you are an AdFac member, please have the conversation with any of your colleagues who are not, and help them understand the greatest power we have as educators is to stand united in the face of those who do not give us and our students the support we all deserve.

- Kent Stevenson

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 10:30–12 Noon (John)
F 12:15-1:15 PM (John)
MW 12:30—1:45 PM (Kent)

John Orr Kent Stevenson
jorr@fullcoll.edu kentitis@adfacunited.org
Tips and useful info for our new part-timers

Your salary—
♦ Is about 40% of what a full-timer is paid for the same class with paychecks at the end of September, October, November, and the first day of January.

Your fringe benefits—
♦ Sick leave accumulates at the rate of 1.3 hours per each 18 hours taught and accumulates from semester to semester—some of it may be used for personal leave (such as bereavement).
♦ STRS retirement—the District contributes, you contribute, BUT it takes 5 years full-time equivalent to "vest" (have rights to a pension). Of course, your actual pension is based on earnings so, while it’s nice to have the money, it will not be a generous amount. You could have opted for PERS if you had been a member previously or opted for Social Security. Getting a STRS pension will offset (lower) your social security if you qualify for that program. If you leave STRS before the 5-year vesting period, you get YOUR money back (not the college's contribution).
♦ EDD—between semesters/trimesters and in summer, you can collect unemployment compensation, since you are hired and fired each and every semester/trimester. Check future newsletters for more information; you could get hundreds of dollars during winter break.
♦ Medical—Several years ago, the District Board of Trustees granted medical reimbursement to those who have no insurance BUT have to have worked at least 33% of full-time (full-timers work 15 credits per semester, so a single three-credit class is 1/5 or 20% of a full-time load) for 3 of the previous 5 semesters. (For noncredit, you must have worked for 5 of the previous 9 trimesters.) So keep this in mind if you stick around—you can get up to $1,740/fiscal year.

Note: In order to qualify for this reimbursement, you must not be otherwise eligible for or enrolled in health care coverage, as an employee, spouse, domestic partner, or dependent, under a health insurance program sponsored or paid, in full or part, by another employer.

♦ Priority for rehire—is another future benefit for new-comers. After teaching at least 33% for 4 of the previous 6 semesters, part-time faculty have priority for available classes in their department, with some caveats. See Article 6 of the contract for particulars.

♦ Teaching resources—see Article 7, Working Conditions, of the contract (on www.adfacunited.org). A main condition is that you have the same access to 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 714/526-5759 and volunteer your skills now.

Welcome, new members!

Alfonso Ramirez, FC, Chemistry
Rochelle Botello, CC, Art
Collin Bressie, FC, Theatre
Adriana Caridad, CC, Counseling
Angela Lessing, CC, Art
Naveen Kanal, FC, Phys Ed
Guadalupe Salgado, NOCE, Health
Lindsey Alexander, CC, Health Sci
Brian Torres, FC, Advertising/Design
David Towbin, FC, Real Estate
Alanna Carnahan, CCFC, Art
Richard Gray, NOCE, ESL
Tara Murphy, NOCE, ESL
Homero Alvarado, NOCE, Computers
Cory Rikard, CC, Counseling
Mauro Cedillos, CC, Counseling
Abigail Makary, CC, Nursing
David Pantoja, FC, Admin. Of Justice
Edward Kim, CC, Anatomy
Tamara Olivas Munoz, NOCE, ESL
Amanda Garcia, CC, Counseling
Adele Enright, FC, Library
Jorge Quintero, CC, Geography
Anjalee Liyanage, CC, Chemistry
Rosario Carachure, FC, Counseling
Shani Jeanpierre, NOCE, Reading/Writing
Thydan Huynh, CC, Counseling
Eros Rice, Jr., CC, Counseling
Alex DeJean, FC, Communication
Tuyen Nguyen, FC, Biology
Stan Murashige, FC, Art
Michelle Andrade, FC, Parenting
Ashley Peters, FC, ESL
Nathan Brais, NOCE, Counseling
Tricia Salomone, FC, Art
Crystal Park, FC, Music
Tiffany Ruggeri-DiLello, FC, Comm.
Beverly Natividad, FC, Comm.
Tasha Iglesias, FC, Sociology
Maritess Oda, CC, Chemistry
Kimberly Morris, CC, Art
Robert Konefsky, FC, CIS
Pam Keller, FC, CDES
Stephany Crusatos Valencia, CC, Counseling
Christopher Persichili, FC, Physics/Astronomy
Rebecca Sterling, FC, English
Amena Syed, FC, Math
Meeta Randeria, NOCE, Senior Fitness
Kelly Monroe, NOCE, ESL

Steven Guzman, FC, CRTV
Sam Grodin, FC, Music
Savauna Winn, CC, Court Reporting
Phokan Mencel, FC, Foreign Languages
Heather Richards, FC, English
Mahnaz Moradi Nargesi, CC, Math
Eduardo Caballos, FC, Photography
Shannon Alfaro, FC, Computer Sci.
Andrew Hobbs, FC, Construction
Mark Flanders, FC, Photography

—and returning members!

Marlo Smith, NOCE, ESL
Darlene Little, CC, Physics
Evangeline Rosales, FC, Cosmetology
Todd Faux, CC, Theatre/Dance
Julia Leslie, CC, Communications
Scholarships are available to members in 2020

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 have 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 2020 semester must be turned in no later than the first instructional day of November 2019. The form requesting classes for Fall 2020 NOCE trimester must be received no later than the last instructional day of the 2019 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.

Angela Natasha wins 2019 Kaye Lennon Scholarship

Congratulations to Angela Natasha, a student in North Orange Continuing Education at the Anaheim campus. She is the 18th winner since the scholarship program began.

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

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, 2020.

College applications must be postmarked by July 1, 2020.

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.

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.
The Grievance Corner

by Denny Konshak

Re-Hire Rights: District continues to refuse to follow judge’s order

The Public Employment Relations Board (PERB) found the district guilty of bad faith bargaining and ordered the district to return to the bargaining table if the union wished to do so. AdFac notified the district of its wish to do so in May 2019. But Vice Chancellor Irma Ramos, the district’s chief negotiator, refused to do so. The district claims it has satisfied the judge’s order via the agreement that brought you the 7.56% salary increase this Fall, even though that agreement did not say the union had withdrawn its re-hire rights suit – in fact, the agreement specifically set up continuing discussions on the issue. So the district has not complied and the issue goes back to PERB, who will probably consider the district’s non-compliance in a court hearing! More expense and more delay!

But the district cannot continue its attempts to evade the issue through litigation. AdFac has the option of opening the issue in contract re-openers this Fall, so we WILL get them back to bargaining on the re-hire rights issue eventually. In the meantime, pressure needs to be applied to get the district to not only bargain, but to agree to a reasonable version of re-hire rights for part-time faculty. The union’s Executive Board is considering various actions to prod the district to finally comply with the “new” state law. We will need YOUR help!

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 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* no later than 5pm on:

<table>
<thead>
<tr>
<th>Trimester</th>
<th>Due Date</th>
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<tr>
<td>Fall Trimester</td>
<td>December 6, 2019</td>
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<td>Fall Semester</td>
<td>December 14, 2019</td>
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<td>Winter Trimester</td>
<td>March 27, 2020</td>
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<td>Spring Semester</td>
<td>May 23, 2020</td>
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<tr>
<td>Spring Trimester</td>
<td>June 26, 2020</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.
AdFac membership meeting

AdFac elects new officers for 2019-21

Last Spring, we held elections for our union’s Executive Board. The results are as follows:

President            Kent Stevenson
Secretary             Cory Johnson
Treasurer             Pete Christenson
Vice President, Cypress Tonya Cobb
Vice President, Fullerton John Orr
Vice President, NOCE  Manjit Grewall

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

To be eligible, a candidate must be a member-in-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 by-laws online: www.adfacunited.org/Publications.
Speaking Truth to Power

by Kent Stevenson

At Board of Trustees meetings over the last year or two, I have spoken critically of the district and the district negotiations team for a lack of fairness in working to resolve the long standing impasse over rehire rights. The BOT Supervisors Evaluation report issued at the August 27 meeting makes “Suggestions about Civility” that would seem to reference some individuals’ displeasure with criticism, possibly mine. It states that certain comments “should be called out by the Board of Trustees President.” And that, “Excessive, long-winded attacks impede well-run meetings, inflame rancor, and disservice your constituency.” If this is indeed referencing my reports to the Board, I would first say that I welcome my reports be timed. Certainly they are within the three-minute time constraints placed upon people invited to speak at the podium.

Second, as one of my Resource Table colleagues pointed out to the Board a few months ago, this is the only public venue where we are allowed to speak to the trustees who, along with district personal, are virtually unlimited in their opportunities to express opinions. Third, I suppose it is basic human nature, but still disingenuous, to label unfavorable comments “inappropriate” when they may merely be viewpoints you would rather not hear. And finally, my reports are not about me indulging in some kind of vendetta or venting personal animosity; rather, they are drafted with the input of AdFac’s Executive Board members, and all are vetted and approved by that board. I am mandated to communicate them to district personal and our trustees. Reaction to the texts of these reports that we have emailed out to all of our adjunct faculty and counselors have been, without exception, positive.

I never expected my comments or opinions to be popular with the district or trustees, and that’s fine. But I am concerned when I read, included in the Subcommittee Recommendations, that “Resource members are there at the courtesy of the Board to represent their constituency” (emphasis mine). The suggestion that the district can simply dissolve the Resource Table, or ban particular members, at their whim is chilling and pushes against everything we have heard about the district’s commitment to shared governance.

Ironically these accusations come at a time when there appear to be some positive movement toward resolving our most intractable issue. AdFac recently met with Chancellor Marshall who arranged for us to begin negotiations with Vice Chancellor Ramos and a mediator in an effort to come to an agreement that puts NOCCCD in line with other districts in implementing the state rehire rights law. We appreciate this move by the Chancellor and hope it can be the beginning of rebuilding the trust between the district and adjunct faculty that is sorely lacking at this time.
AdFacts Promoting Parity for Adjunct Faculty

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Email: union@AdFacUnited.org
Facebook.com/Adjunct-Faculty-United

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

“Without the right to freely organize and bargain collectively, workers have no say in their own destiny.”
- Stanley M. Smith, Secretary-Treasurer, San Francisco Building and Construction Trades Council

Promoting Parity for Adjunct Faculty

Survey on Rehire Rights

https://tinyurl.com/y5d5qjlx

Comments? Questions? Interested in Learning More?
COPE Committee Chair Melissa Medich
email at mmedich@gmail.com

For more information about us, visit our website at http://adfacunited.org/
reach us by phone at (714) 526-5759
email at union@adfacunited.org

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