District still dragging its feet on rehire rights

by Lyndsey Lefebvre, Denny Konshak, Judi McDuff

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On Friday, November 22, AdFac met at the District office for an important update on the status of mediation regarding rehire rights. At this meeting we discussed what happens if the District does not come to an agreement at the end of mediation. AdFac is certain that the District could work with implementing a reasonable article that shows dignity and respect for our bargaining unit members, but they are choosing not to come closer to our proposal.

The District wants to assign new hires or emergency hire classes at will, without any consideration for our peers and colleagues who have given years of service to NOCCCD.

AdFac would like the District to put their values in writing so we can move toward a fair and reasonable resolution. The District wants a 2-3 year pilot period. They won’t commit to following the grievance process in our contract because they don’t want us to have language strong enough to show they are breaking the agreement when it comes to our assignments.

What have we learned from this mediation process? The District doesn’t want to regard our unit members as valuable to the campus and to have consideration of members’ scheduling complexity and availability without regard to keeping available work within the already hired instructors. They don’t want members to recognize why an individual has the assignment they do, and they don’t want any recourse through grievance about teachers who want unfair or biased assignments.

AdFac’s campaign for rehire rights has begun! Part-time faculty and their supporters flooded the December 10th Board of Trustees meeting in red shirts with calls for an equitable re-hire rights section of the contract. See photo above for most of the happy, determined group.

How can YOU contribute to the evolving campaign?
President’s Corner

My fellow adjuncts,
Today will be my last day serving as President of Adjunct Faculty United. Being your president has been a truly great honor, and I leave this position with sadness but also, I must admit, with some relief that I will no longer be carrying so much of the weight in AdFac’s struggle with an authoritarian administration. It’s unfortunate and unnecessary that we live with a toxic level of insecurity when a few minor, reasonable, and cost-free concessions from the district would make the lives of adjunct faculty measurably better and also demonstrate that this district respects and values its largest group of employees. It really would be so easy to do that.

We are hearing from increasing numbers of adjuncts who have worked for NOCCCD many years teaching two or three classes with excellent evaluations, but suddenly find themselves with no classes or only one while a new hire gets two. At Tuesday’s BoT meeting part-timers spoke from the podium of being marginalized with no explanation. This goes against any decent person’s understanding of fairness but is a useful tool for the administration to demonstrate its absolute power which, I have come to realize, is the end in itself.

There are bright spots, however. From the Resource Table at Tuesday’s BoT meeting our sisters and brothers in UF, CSEA and the Academic Senates spoke forcefully to the administration and trustees about the disgraceful treatment of adjuncts. This was not a case of political maneuvering, but a sincere expression of concern for their colleagues and students. At the same time, we are seeing an unprecedented commitment from all three unions to work together in pushing back against what’s happening at NOCCCD. Few things in the history of this country have been more powerful than unions standing together, and that is an exciting prospect on our campuses!

We are lucky to have Tonya Cobb take over as president. I know she will be a great president, and I urge all of you to give her your energetic support as AdFac continues the fight for rehire rights, fair pay, and respect for part-timers.

In Solidarity,
-Kent Stevenson

If a word is misspelled in the dictionary, how would we ever know?

Important Dates:

2020 Executive Board Meetings

January 24    February    March
April      May    TBD

Members are welcome to attend board meetings, 12:30 p.m. at the AdFac office, 305 N. Harbor Blvd., Suite 313, Fullerton, CA.

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: TTH 11:30–1 PM
John Orr jorr@fullcoll.edu

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

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Pete Christenson, Manjit Grewall, Denny Konshak, Tonya Cobb, John Orr, Kent Stevenson

COPE Chair
Melissa Medich
Membership Chair
OPEN
Grievance Chair
Denny Konshak
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!

Jacob Hamrick, CC, Auto Tech
Marguerite Kaiser, NOCE, Music
Jesse Vieira, FC, Photography
Leonardo Valverde, NOCE, Music
Exequiel Ang, FC, Digital Art
James Arroyo, FC, Communications
Andrew Bac, CC, Media Arts
Christina Barrios, CC, Counseling
Navy Chiem, CC, Auto Tech
Kevin Chung, FC, Biology
Mark Columbus, FC, CRTV
Diana Constancio, CC, Court Reporting
Todd Howard, CC, CRTV
Joanna Jacobo, FC, Spanish
Rosie Kar, FC, Ethnic Studies
Layal Lebdeh, CC, Astronomy
Bryan Reyna, CC, ESL
Cynthia Pratt, FC, Chemistry
Karley Sullivan, FC, Photography
Tam Tran, NOCE, GED Math
Lee Williamson, FC, Business

Teresa Matsumiya, FC, Math
Ciara Calciata, NOCE, DSS
Lorraine Zuluga, NOCE, ESL
Evangelina Rosales, FC, Cosmetology
Gabriel Reynolds, FC, Phys Ed
Greg Matthys, CC, ESL
Edward Flosi, FC, Admin. Of Justice
Thang To, CC, Counseling
Denise Temal, NOCE, Counseling
Nicole Embrey, CC, English
Vincent Romo, CC, History
Sharon Young, CC, Nursing
Charlotte Samuels, FC, Political Science
Andrew Geragotelis, CC, Chemistry
Jennifer Coons, FC, Psychology
Jeremiah Thompson, CC, Film
Hugo Aguilar, CC, Geography

And returning members!

Nadia Gabaldon, FC, Counseling
Michelle Obritz, NOCE, DSS
Scholarships are available to members in 2020

New online application!
Students may now apply online for a Raoul Teilhet Scholarship. Applications will be accepted for six months for each scholarship. Learn more and apply at cft.org/scholarships.

High school seniors
Applications open June 15, 2019
Deadline: December 15, 2019

Continuing college students
Applications open December 15, 2019
Deadline: June 15, 2020

For dependents and members—Union-Sponsored Scholarships:

Robert G. Porter Scholarship Program
The AFT awards four-year $8,000 scholarships to four high school seniors who are dependents of AFT members, as well as 10 continuing education grants of $1,000 to members. Application deadline: March 31. To learn more, go to www.aft.org/member-benefits/education-scholarships.

Union Plus Scholarship Program
The AFL-CIO and AFT team up to offer scholarships ranging from $500 to $4,000 to members (and their spouses and dependent children) who have one year of continuous union membership. There are also scholarships for graduate students. Application deadline: January 31. Learn more at: www.unionplus.org/scholarships.

Union Plus—Working hard for union families since 1986.

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.
Negotiations Update

Sloppy. Dishonest. Done in bad faith.

The District Comes Up with a New Proposal on Re-hire Rights

Just before Thanksgiving the district negotiating team (via Vice Chancellor Irma Ramos) came up with a Memorandum of Understanding on re-hire rights. Some highlights of this proposal:

1. The district seemed to offer a guarantee that preferred part-time faculty be given at least one class in subsequent semesters. But then included language later in the MOU: “The scheduling and assignment of work for Unit Members who are offered employment shall be at the sole discretion of the District.” So which is it? Is the district tying their hands by guaranteeing you a class OR are their hands free to solely decide who gets what assignment? The seemingly contradictory language here could be sloppiness, dishonesty, or bad faith (Even if this offer is “real,” it is certainly inadequate.).

2. In another portion of the MOU, the district includes language that states, “Nothing in this Agreement shall limit or restrict the District’s right to make and schedule assignments...” Added to #1 above, this language seems to make clear the district is acting in bad faith and is really offering “nothing” guaranteed while only pretending to offer re-hire rights.

3. Later in the MOU, the district says, ”Nothing in this Agreement shall be construed as creating any obligation of the District to employ, renew the employment of, or continue the employment of any Unit Member...” This language makes clear the district MOU is NOT about any re-hire right whatsoever, and for the district to package the MOU as fulfilling their obligation under state law to negotiate re-hire rights is blatantly in bad faith.

4. In case you missed it in the above 3 items, the district also says in the MOU, ”The District shall retain all customary and usual powers, functions, and authority with respect to the employment, retention and termination of temporary faculty members to the full extent of the law.”

5. The district’s supposed offer of a guarantee of re-hire rights to one class is completely bogus. In addition, it is sloppy in that the offer assumes everybody teaches classes – some part-timers are counselors and librarians, after all!

In a nutshell, the Ramos MOU of November maintains the district’s sole discretion to schedule and assign classes, thus giving part-time faculty NO rehire rights. The union’s “proposals” on rehire rights, delivered just prior to the Ramos MOU, was for a rehire right that guaranteed preferred get the same load as the previous semester and, if classes remained to be assigned, preferred adjuncts were to be given additional work in seniority order.

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 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.

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>Fall Trimester</th>
<th>December 6, 2019</th>
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<tbody>
<tr>
<td>Fall Semester</td>
<td>December 14, 2019</td>
</tr>
<tr>
<td>Winter Trimester</td>
<td>March 27, 2020</td>
</tr>
<tr>
<td>Spring Semester</td>
<td>May 23, 2020</td>
</tr>
<tr>
<td>Spring Trimester</td>
<td>June 26, 2020</td>
</tr>
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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 helps fight food insecurity—
with donations to our district food banks

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

Manjit Grewall, AdFac VP NOCE, recently presented a check to Provost Valentina Purcell for the Anaheim Campus Food Pantry. The Food Pantry’s mission is to foster a healthy college community by providing non-perishable food, fresh produce, day-to-day necessities and resource information to students and their families in need. They hope to alleviate hunger and provide access to quality and nutritious food.

A similar mission is a priority at Fullerton and Cypress Colleges, as well.

The Anaheim Campus Food Pantry was created in collaboration with Pathways of Hope, a nonprofit working for the past 44 years to end hunger and homelessness in North Orange County. Pathways of Hope staff will operate food and resource pantries at each of the three campuses in the district. Any NOCE student enrolled at the NOCE centers will have access to any of the food pantries at all three campuses. Students need to bring their student ID; students who also bring their own re-usable bag will be given a free pantry item.

The NOCE Food Pantry opened September 24 at the Anaheim Campus, 1830 W. Romneya Dr., Room 156, Anaheim. Operation hours are Tuesday and Wednesday from 11am to 6:30pm.

Fullerton College: Building 1955, 321 E. Chapman Ave., Open Tuesdays and Wednesdays from 12-2 pm and 4-6:30 pm. fcfoodbank@fullcoll.edu and visit the food bank on Facebook.

Cypress College: Student Activities Office, 9200 Valley View St., Open Monday through Friday, 8:30am-6pm; doka-wa@cypresscollege.edu & visit Facebook.

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 administered your last final exam.

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

Tell the caseworker you want to apply for unemployment compensation. If you are not working otherwise, you should be able to draw checks every week until the semester starts in late January. The caseworker will need the name and address of your employer (NOCCCD) and may ask you, when you mention you are a teacher, if you have “reasonable assurance of continued employment.” The answer is NO. (Full-timers do, but part-time faculty do NOT.)

If necessary, mention the CERVISI Decision (a community college part-time teacher who was denied, appealed, and won). The decision is codified in EDD Field Directive 89-55UI (in case the caseworker gives you a really hard time!). Of course, if the case-worker you initially talk to is obstreperous, you can always hang up, call back, and start the process all over again with someone more knowledgeable. Or apply online: www.edd.ca.gov/apply4ui.

Meet AdFac’s new secretary

Last Spring, we held elections for our union’s Executive Board. Cory Johnson, who was elected secretary, was unable to keep the position.

Our new secretary is Julie Hoigaard. Julie was appointed by President Kent Stevenson in October 2019.

Julie has been teaching psychology at Fullerton College since 2005. She’s taught at UCI, CSULB, and community colleges in Orange County since 1989. She holds a Ph.D. in Social Science/Psychology from UCI.

Julie is advocating for adjuncts to offer office hours to our students. She stated: “Only 25% of students’ classes come with ‘office hours’ where they can meet with their instructor. Why should students be deprived of a very

AdFac holds EDD workshop

An unemployment workshop sponsored by CFT was held for NOCCCD adjuncts December 5 at Cypress College.

CFT Organizer Lyndsey Lefebvre conducted the workshop. The purpose is to teach adjuncts how to apply for unemployment benefits in California. Topics included eligibility, qualifications and responsibilities, filing a claim, FAQs, interviewing tips and appeals. Additional workshops are planned for spring.
Schools & Communities First will reclaim more than $11 billion every year for schools and local communities

This new measure, once enough signatures are collected, is scheduled to appear on the November 2020 ballot. It ensures that our schools and communities come first with the resources to educate all of our kids and the services to support all of our families. It closes commercial property tax loopholes benefiting a fraction of corporations and wealthy investors without affecting homeowners or renters, and reclaims $11 billion every year to fund world-class schools and strengthen local economies to life up all Californians. It’s time to invest in California’s future.

Join a powerful and growing coalition of labor unions, small business owners, elected officials, teachers, students, housing advocates, social justice groups, and faith-based organizations in supporting the first structural and equitable tax reform in four decades.

For info, contact Melissa Medich, mmedich@gmail.com.

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.
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