

AdFacts

2009 Joint Senates/Faculty Unions Meeting: It's All About the Budget!

by Andrea Sibley-Smith

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The NOCCCD Joint Senates/Faculty Unions Meeting was held on January 8, 2009, and the subject was Budget, Budget, and...Budget. Certainly the state and local budgets were on everyone's mind as we began the new year, and this was the perfect opportunity to get different perspectives and dialogue about the growing budget crisis and the faculty role in budgeting in our institution.



Mark Wade Lieu

More than 100 faculty, managers, administrators, board members, and others made it the most attended Joint Meeting ever!

The day started with a very informative presentation by District Vice Chancellor of Finance and Facilities Fred Williams, along with our Chancellor, Dr. Ned Doffoney, adding information and answering questions. Fred shared the latest budget news from the state, as well as what it could mean for our own District. Possible statewide mid-year cuts this year could be \$10 million and more budget cuts next year could total \$15 million. The bottom line is that, yes, we need

to make reductions, increase efficiency, look at new ways to do things, and garner new resources, but keep the cuts as far from the students, classrooms and people as possible. Dr. Doffoney is eliciting ideas from everyone on how to cut costs and find new revenues. Please send him your ideas!

The next speaker was the President of the Academic Senate for the California Community Colleges, Mark Wade Lieu who spoke on the faculty role in budgeting. He explained that faculty, through effective participation in governance, have an agreement with the District (the district-wide DPC and the colleges and SCE budget committees) on the budget process, but the actual decisions about the budget lie in the hands of the administration and, ultimately, the Board of Trustees. Mark described how the budget process of "planning drives the budget" and that "bottom up" budget recommendations are signs of a healthy budget process.

CFT Research Specialist Patty Cox gave an excellent presentation on the current budget situation and some possible solutions. She shared some creative, cost-saving ideas and principles to follow from the union perspective. One important point she made was that California's budget problem is *not* a "spending problem": California is 46th in the nation in its spending for K-12 education and 45th in spending for community colleges.

Finally, attendees brainstormed ideas for cost savings and new revenues, both campus-specific and district wide, and educational priorities that should be preserved, by writing suggestions on post-it notes. Hundreds of ideas were posted on the walls and then compiled to send to our administration.

So, maybe the budget problem wasn't solved, but the day provided positive steps for faculty to understand the budget situation and look for creative and positive ways to respond to it.



Patty Cox



Fred Williams



Special Points of Interest -

Imponderables

March in March '09

CA Budget Update

President's Corner



Welcome back as we begin a new semester. I hope ALL of you experienced a relaxing and festive break, and are ready to resume what we do best - provide our students with a quality education.

I want to talk about a problem that has been brought up many times in the

past, the problem of getting union/unit members to become more active in *their* locals. Having been involved in several organizations, I recognize that one of the strange dynamics of any organization is that people are shy about becoming involved in the organization. That is, in an organization of, say, 100 people, approximately 20 people do all of the organization's work. What I would like to see happen in our local is the dismissal of this dynamic. I call upon each of you to become a more active participant in YOUR local. There are several reasons why you should become more active. Some of these will benefit you as an individual, while others will be more beneficial to the group. As an individual, you might learn new skills or develop the talents you possess (I know that we have many very talented people in our local). You will also

have an opportunity to meet people, socialize, and have fun. You might also establish a reputation for yourself as a leader. You will also fill your time in a meaningful way by getting out of the house and away from "Dancing with the Stars."

In terms of what you can do that would benefit the group, you might help to correct injustice to both individuals and the group. This could help to improve living/working conditions and thus improve the quality of life for part-time faculty. You might even fulfill a sense of duty or responsibility to others. You will also help to improve the visibility of the local. Perhaps you will even play a role in changing public policy by promoting a specific cause or candidate. Even more importantly, you will have the opportunity to participate in our organizational planning, and you will increase your opportunity to work with other like-minded volunteers as part of a team.

I think, however, that the activism of our members is most evident when we negotiate our Collective Bargaining Agreement. The more members we have, together with a high rate of activism on their part, the more difficult it is for the District to ignore us. Imagine the impact we would have if 1,300 of you were members of our local.

Again, I ask that you consider all of this and call me at the AdFac office, (714) 526-5759, to become active.

- Sam

Reminder:

Union dues are tax-deductible. Check with your CPA if you are not sure how to deduct them.

Imponderables???

Have you ever imagined a world with no hypothetical situations?

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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Submission deadline is the 10th of the month.

Letters to the editor must include your name, address, phone number and e-mail address.

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2009 CFT Convention to be Held in Sacramento March 20-22

This year's convention theme: "Freedom to Learn: Foundation of Our Democracy"

The sixty-seventh annual California Federation of Teachers convention, the highest decision-making body of the statewide organization, will be held this year March 20-22 at the Sheraton Grand Sacramento.

Dynamic speakers from the worlds of education, politics and labor will complement a full range of workshops exploring union and education-related issues under the umbrella of the convention theme, "Freedom to Learn: the Foundation of Our Democracy." One presenter will be Erwin Chemerinsky, Dean of the Law School at UC Irvine. The Irvine law school has recently announced that all incoming students from now on will have free tuition.

CFT's vitality and democracy depend on participation in the convention by delegates from all locals in good standing representing all the divisions—classified, community college, early childhood/K-12, adult education and university—of the CFT.

Each local may also nominate local publications and communications for awards, which will be presented at the convention. Adjunct Faculty United, Local 6106, is sending three delegates and their president, Sam Russo, to this year's convention.



Delegate Barry Fike from the Berkeley Federation of Teachers rose to advocate for a resolution at the 2008 CFT convention.

CA Community Colleges Plan "March in March"

Mark your calendars!

March 16, 2009

10 am - 2 pm



We're planning a "March in March" demonstration of community college solidarity against budget cuts in next year's State budget for March 16 in Sacramento.

Join us at Raley Field to express your support for the California Community Colleges! Students, faculty, staff, administrators and all other supporters are gathering on March 16 to make their voices heard. Let's keep student fees low and **KEEP THE DOORS OPEN** of our community colleges!

Visit www.StudentSenateCCC.org for more information and RSVP on Facebook by joining the Student Senate for California Community Colleges' Group.

We look forward to seeing you there!

Raley Field, 400 Ballpark Drive, W. Sacramento

Want to Know More About Your Sick Leave?



We have recently received many inquiries regarding Sick Leave, how it is accumulated, etc., and here is our response.

Unit members are credited with (1) hour of sick leave for every eighteen (18) hours worked during a regular semester or trimester.

Also, any unused Sick Leave is accumulated from year to year, but this Sick Leave may be used only during a regular semester or trimester. If you teach during a winter intersession, your accumulated and deducted Sick Leave is considered to be part of the spring semester or trimester.

Unit members also accumulate Sick Leave at the same rate that they do in a regular semester or trimester when they teach in the summer, but it is kept in a separate bank. That is, summer session Sick Leave is accumulated only from one summer session to the next; it cannot be added to a regular semester or trimester.

According to our Contract, unit members also have Personal Necessity Leave. During any regular semester or trimester, a unit member may use up to six (6) hours of accumulated Sick Leave for Personal Necessity, but Personal Necessity shall not exceed nine (9) hours in any academic year. During a summer session, unit members may use up to two (2) hours of accumulated summer Sick Leave for Personal Necessity.

It is also important to keep in mind that your Sick Leave accumulated in the North Orange County Community College District may be taken with you if you leave the district to teach in another community college district. Also, keep in mind that should you retire under STRS, STRS will give you retirement credit for any unused Sick Leave, which can increase the amount of your pension benefit.

If you still have questions, please go to our Contract on our website at: www.adfacunited.org.



The Labor Inaugural Parade Float. Photo by National Education Association, courtesy of ChangetoWin Connect.

Negotiations Update

Progress at the table. . .

by Mary Millet



What's happening with the 67% load increase?

Side Letter signed for Fall, 2009

Since we are still in negotiations, the District and the Union agreed to sign a side letter making it possible for adjunct instructors, counselors, and librarians to receive up to a 67% load for fall, 2009. We realize that most on the credit side have turned in your request forms, but the District will now be able to schedule up to 67% for all adjuncts without waiting for ratification of the new contract.

Preferred consideration and the 67% load

Under the 60% law, foreign language teachers, and some others on the credit side who are normally assigned 5-unit courses, could teach only one course because 5 units is 60% of 15, the usual full-time load. We surveyed those adjuncts, and the response was an overwhelming "yes" to the question, "Do you want to teach more than one course?" The AdFac United team has been working hard to make that a reality.

At our negotiations session on December 5, 2008, the District team proposed that because we are moving the maximum load for adjunct instructors from 60% to 67%, the previously taught load for preferred consideration should be pushed up from the current 33% to 40%! That would mean that no adjunct teaching just five units per semester could possibly get preferred consideration. Cleverly done. The adjuncts for whom the law was changed from 60% to 67% would be penalized! Without preferred consideration, these adjuncts could have altogether lost their only teaching assignment! The District's proposal would also have bumped part-timers who teach one 2-unit and one 3-unit course out of preferred consideration. "Too many adjuncts have preferred consideration," quoth the District.

Since changing the contract takes the agreement of both parties, and the District team is unwilling to keep the 33% and change the 60% load request to 67% for preferred consideration, we made the decision to keep current contract language, retaining the 33% and also keeping the 60% load. Thus, the District will not be obligated to give a 67% load, but no adjunct is prohibited from being assigned a 67% load. Future adjuncts will have the same benefit that current adjuncts do now if they meet the qualifications for preferred consideration. Moreover, those who currently have preferred consideration can keep it, and at least one class for those who teach 5 units is safeguarded.

Evaluations Article

Article 9 currently requires the deans to return evaluations to the adjunct's possession. In the past, many of you haven't turned in your address forms, so the deans haven't been able to return the evaluations as the contract requires.

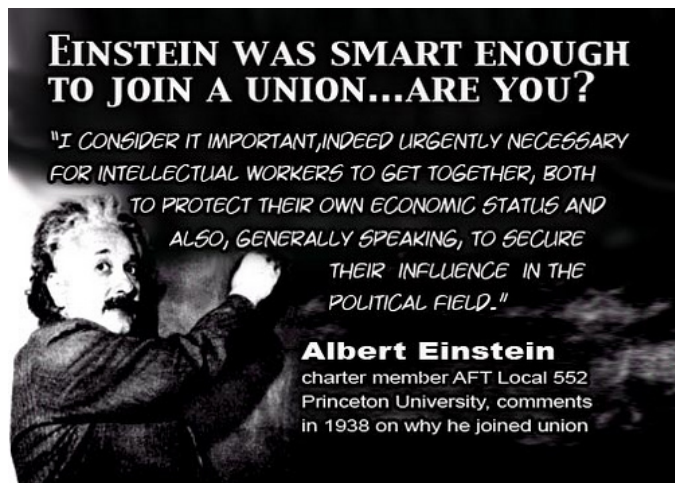
New language emphasizes the importance of each adjunct who is scheduled for evaluation returning the address form currently included in the evaluation packet. The form must be submitted even if your address hasn't changed. The District agreed with our request to make the form available on the website, as well.

What's left to bargain?

Money. So far no one knows what \$\$\$ will be coming from the State budget!

Our next session is scheduled for February 27. Will we know anything about State \$\$\$ then?

Agency Fee Packets Mailed to All AdFac Non-Members



As you may be aware, the State Legislature passed, and the Governor signed, SB 1960 in 2000 to require that all community college faculty members who are represented by an exclusive bargaining agent either pay a Fair Share Fee or join the union. Under SB 1960, union membership is *not* mandatory, but sharing the cost of negotiations and contract representation *is* required as a condition of your employment. SB 1960 became effective on January 1, 2001.

As the exclusive bargaining agent of all North Orange County Community College District adjunct faculty members, Adjunct Faculty United/American Federation of Teachers, Local 6106 (AdFac), negotiates your compensation and working conditions. In addition, we assist faculty members in other aspects of their employment with the District: leave arrangements under the *Family & Medical Leave Act*; Worker Compensation benefits; accommodations for disabilities under the *Americans with Disabilities Act*; etc. **We provide this representation to all adjunct faculty, union members and non-members alike.**

Providing these services on your behalf is expensive, and we incur the *same* costs, whether we are representing a member of this union or a non-member. Prior to the passage of SB 1960, the dues-paying members of AFT Local 6106 were paying the *entire* cost of representing more than 750 adjunct non-members.

We have much work to do, in particular gaining parity for adjunct faculty salaries. With the increased resources from Fair Share fees, we can build a stronger, more effective union. The Executive Board of AFT Local 6106 is committed to making the most effective and efficient use possible of Fair Share fees to achieve these goals. Fair Share fees and union dues will pay the costs of negotiations, including legal advice and research on economic and educational issues. Collective bargaining and the protection of faculty members' rights under the collective bargaining agreement require year-round activity by union officers.

A portion of the budget of AdFac, and a portion of the budgets of state and national federations with which it is affiliated – the California Federation of Teachers and the American Federation of Teachers – are used for purposes which are only incidentally related to the terms and conditions of employment, or are applied towards costs that benefit union members only. Non-members are entitled to request a reduced Fair Share fee which corresponds

to the portion of the union's total budget that is used for **chargeable** purposes. In order to pay a reduced Fair Share fee, you must inform AdFac of that request, in writing, and indicate whether you are a credit or a non-credit instructor. Your request must be received by AdFac within thirty (30) days after completion of District paperwork processing or the mailing of this letter, whichever is later.

We recently mailed this information plus an independent audit showing expenditures for AFT Local 6106, broken into chargeable and non-chargeable expenditures. The breakdown of Local 6106's expenditures was audited by Rita C. Villa, Certified Public Accountant. In accordance with this breakdown, 65.74% of the money we received by way of members' dues was spent by the local, state and national federations for chargeable purposes in 2007-2008. We also anticipate that 65.74% of the money received from members' dues and Fair Share fees in 2008-2009 will be spent for chargeable purposes (the actual percentage will be determined by next year's audit).

Non-members have the right to challenge the audited calculation of chargeable and non-chargeable expenditures by Local 6106. The objecting faculty member's Fair Share fees will continue to be paid, and will be held in escrow by AdFac pending the arbitrator's decision. However, under California law and a decision by the U.S. Court of Appeals for the 9th Circuit involving the United Teachers of Los Angeles, your failure to submit a written objection or Fair Share fee request permits the local to collect a service fee equal to 100% of membership dues.

Should you want to challenge AdFac's determination of the percentage of its expenditures that is chargeable, you must do so by informing AdFac of that objection, in writing, within thirty (30) days of the completion of District paperwork processing or by April 1, 2009, whichever is later. Mail your objection to:

Adjunct Faculty United, AFT Local 6106
305 North Harbor Boulevard, Suite 313
Fullerton, California 92832

Upon timely receipt of any objection(s), the matter will be submitted to arbitration. An objecting Fair Share fee payer must justify the basis for that objection in the arbitration hearing. A copy of the union's "Fair Share Fee Procedures" is included with this mailing. If you have any questions about them or the foregoing, please contact the AdFac office at (714) 526-5759.

The fact that Fair Share fees are being deducted from your paycheck will **not** make you an AFT member. To obtain the benefits of AFT membership, you must join and indicate your decision in writing. After reviewing these materials, we hope that you will join AFT Local 6106.

Editor's Note: Effective with the April or May pay warrants, all agency fees will be increased as follows:

	<u>Current Fee</u>	<u>New Fee</u>
Credit Faculty	\$17.66	\$18.35
Non-Credit Faculty	\$14.81	\$15.38

(Einstein graphic courtesy of Mike Dixon, Local 1828.)

2009 Scholarships Are Available to Members

For high school students and continuing college students

Raoul Teilhet Scholarship Program

About the scholarship program

The 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.

About the scholarship awards

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.

How to obtain an application

To download a scholarship application, go to www.cft.org. To obtain a photocopy of the application, contact your local union; or to have an application mailed to you, phone the CFT Administrative Office (818) 843-8226.

High school applications must be postmarked by January 10, 2009.

College applications must be postmarked by July 1, 2009.

Union-Sponsored Scholarships:

Little Known! National Labor College Scholarship Program

For individuals who want to attend the National Labor College in Maryland or New Mexico, the AFL-CIO awards a total of \$25,000 to eligible union members or staff employees of affiliated unions. To learn more, go to www.unionplus.org/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. **New this year**, scholarships are also available to graduate students. Application deadline: January 31. To learn more, go to 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, email porter-scholars@aft.org or call (800) 238-1133, X 4457.

New last year! Union Leaders of the Future Scholarship Program

To help more women and people of color become union leaders, the AFL-CIO now offers \$3,000 scholarships to qualifying union members. Application deadline: May 30. To learn more, go to www.unionplus.org/scholarships.

AdFac's Online Survey Results Are In!

Important Dates:

2009 Executive Board Meetings

January 16	April 17
February 20	May 22
March 13	

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

In an effort to improve our Successor Agreement (new three-year contract), one of the articles we opened is Article 15 (Distance Education). Your negotiations team mailed an online survey to all unit members in late 2008, asking whether they had ever taught an online course, and if they had any useful ideas for contract language. We received 12% (173) of the surveys mailed. Of those, 25 unit members stated that they had taught an online course. Even many of those who had not taught an online course sent us their comments and suggestions.

We believe that this is a good response. We kept track of the suggestions unit members made, and we will use them in our proposals to the District. Thank you!

In the Villa del Sol
305 No. Harbor Blvd., Suite 313
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**ADJUNCT FACULTY UNITED,
LOCAL 6106, CALIFORNIA
FEDERATION OF TEACHERS,
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TEACHERS, AFL-CIO**



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Member Benefits

AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/238-1133, ext. 4493; send an e-mail to disclosureinfo@aft.org; or visit www.aftplus.org/disclosure.

“The price of freedom is eternal vigilance.”

- Thomas Jefferson