

AdFacts

600 Educators Gather at CFT Convention in LA

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Special Points of Interest -

New Members

**Kaye Lennon
Scholarship**

Help Japan Victims

Amidst national attacks on teachers' rights to bargain together, to receive modest retirement benefits, and with California school districts issuing thousands of layoff notices, hundreds of educators, elected local delegates of the California Federation of Teachers (CFT), gathered in Manhattan Beach March 18-20 for its 69th annual convention. Tom Torlakson, Superintendent of Public Instruction, and LA County Labor Federation leader Maria-Elena Durazo, addressed the opening session.

"Blaming teachers, taking away the union's right to collectively bargain, laying off teachers and other education employees, reducing well-earned pensions, and cutting education funding are attacks on our professions that we will defeat. We will stand up together and speak out against these ill-advised assaults that undermine our students' education," said CFT President Marty Hittelman.

The convention is the highest decision-making body of the union, and was held at the Manhattan Beach Marriott. The focus of this year's convention was "Stand Up, Stand Together, Speak Out," as teachers withstand attacks on their union rights, pensions and jobs.

Hittelman called upon Republican legislators to support the governor's budget proposal. "Governor Brown's budget proposal is a balanced approach to solving the deficit and it provides for an extension of temporary revenues our students need and deserve," said Hittelman. "The budget proposal acknowledges that during the last decade, other areas of the budget have grown while education funding has suffered."

"The unprecedented levels of cuts to our schools and students are real and have been harmful throughout California. In the last three years alone, funding for schools has been cut by more than \$18 billion, or about \$3,000 per student. California continues to be the 8th largest economy in the world, but our investment in education is among the lowest compared to other states," said Hittelman. "We need to ask the most wealthy among us to invest their fair share in taxes for California's future."

Superintendent of Public Instruction Tom Torlakson told the convention, "It's time for California to address the financial emergency in our schools, by investing in them again. The first step is for the Legislature to give voters the chance to have their voice heard and extend the temporary tax measures currently in place—dollars our schools can't afford to lose."



Newly elected CFT president Joshua Pechthalt, right, and CFT Classified Council president Velma Butler, flank Bryan Kennedy, president of the Wisconsin Federation of Teachers. (Photo by Fred Glass)

(continued on page 3)

President's Corner



My message this issue is from the legislative front.

First is **Assembly Bill 383 (Portantino), "Post-secondary Education: Community Colleges,"** which will limit the amount of excess work a faculty member can be

assigned. This bill will provide a stipend for districts that include provisions in their Collective Bargaining Agreements that prohibit a full-time instructor from being assigned a teaching workload that exceeds 50% of a full-time workload in any semester that commences on or after January 1, 2012. Status: Assembly.



Second is **Senate Bill 114 (Yee), "Transparency in Pay for Adjuncts,"** which requires community college districts to determine the compensation of part-time community college faculty by using a salary schedule that places part-time faculty on comparable steps as full-time faculty who have similar academic preparation and years of experience. In other words, it requires part-time faculty to be paid in a manner that mirrors the same relationship to the placement of full-time faculty on the schedule. Status: the Senate Education Committee.

We'll keep you posted on the bills' progress.

- Sam

Reminder:

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

Assignment request forms

Adjunct Faculty Academic Assignment Request Forms *must* be completed and turned in one year in advance. For example, the form requesting classes for the Spring 2012 semester must be turned in no later than the first instructional day of April 2011.



Also, please *do not* complete one form for two separate semesters, and be sure to complete all parts of the form. For those who teach at SCE, the form must be turned in no later than the last instructional day of the previous trimester.

Be sure to keep a copy of the form for your records.

Imponderables???

If Webster wrote the first dictionary, where did he find the words?

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Submission deadline: 10th of the month.

Letters to the editor must include your name, address, phone # and email.

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CFT Convention continued from page 1)

Students in school today face a reality much different than even three years ago. Larger class sizes, fewer support services and fewer courses to help students develop critical 21st century skills are the norm. Students also confront a lack of transportation services, shorter school years, outdated instructional materials, and fewer opportunities to obtain a complete education that includes the arts, music and athletics. *(Excerpted from Fred Glass, CFT Communications Director, CFT press release March 18, 2011)*



Jackie Goldberg and friend Marty Hittelman

One highlight in a convention overflowing with them was the election of the new CFT president, **Joshua Pechthalt** of United Teachers Los Angeles, and secretary treasurer **Jeff Freitas**, former Carpinteria local AFT president and CFT lobbyist. Pechthalt thanked **Dennis Smith**, the incumbent secretary treasurer unseated by Freitas, and **Mary Alice Callahan**, the CFT's senior vice president, whom Pechthalt defeated, for their principled campaigns and years of service to the membership.

On Friday, a panel of former state Assemblymember Jackie Goldberg, CFT attorney Larry Rosenzweig, and CSU Sacramento professor Stan Oden recalled the birth of the Free Speech Movement in the UC system in 1964. The panelists, all of whom participated in the events they described, made clear the lines of continuity between these historical moments and the attacks on public education in California and across the country, in particular, the fightback unfolding in Wisconsin and elsewhere in the Midwest.

Among the most significant resolutions passed was one establishing a task force to further develop the CFT's progressive tax advocacy. Another involved restoring funding for Adult Education programs.

State Senator **Loni Hancock** of Berkeley received the CFT Legislator of the Year award for her tireless work on Proposition 25, and her advocacy for fair tax policies that would allow the state to invest in the future instead of provide tax loopholes for the rich and corporations.

Long-time Berkeley teacher, union officer, and current member of the Alameda Co. Board of Education **Jacki Fox Ruby** accepted the CFT's highest member honor, the Ben Rust Award. retiring CFT Executive Director **Margaret Shelleda** was honored with the Raoul Teilhet "Educate, Agitate, and Organize" award. The convention also paid tribute to the six who marched in last year's "March for California's Future."

Perhaps the most exciting moment of the convention came Sunday morning with the presentation by **Bryan Kennedy**, president of the Wisconsin Federation of Teachers. Kennedy reviewed the now-familiar story of Governor Scott Walker's election and how he plunged the state into a supposed fiscal crisis with tax cuts for businesses, and then used the crisis to attack not only the compensation of public employees but their right to bargain collectively.

The testimonials to outgoing president Marty Hittelman provided the most moving moments; especially with the surprise appearance of his parents and other family members. *(Excerpted from CFT website)*

Get unemployment compensation 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 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 hang up, call back, and start the process all over again with someone else. You can also apply online at www.edd.ca.gov/eapply4ui. Note: If you teach summer session, you can only draw \$\$\$ for the time between terms.



From Wisconsin To L.A.

Tens of thousands marched in the streets on March 26!

On Saturday, March 26, 20,000 people took to the streets of downtown LA to demand good jobs and stand with workers in Wisconsin who are fighting to protect collective bargaining. This was the largest action led by our labor movement in recent history.

At the massive rally in Pershing Square, the President of the Professional Fire Fighters of Wisconsin, Mahlon Mitchell, gave a rousing speech connecting Wisconsin to LA.

“This is about an attack on me. This is about an attack on you. This is an emergency we have in Wisconsin and across the US. **This is about an attack on the middle class,**” said Mitchell.

“We need to reclaim our moral outrage. . . because we are in the battle of a lifetime.”



April 4: National Day of Action in Solidarity with Wisconsin

First AME Church of LA, 2270 S. Harvard Blvd., LA 90018
5 PM BBQ 6 PM Program

April 4 is a national day in solidarity with Wisconsin workers, chosen specifically because it is the 43rd anniversary of Dr. Martin Luther King’s assassination. His last act was standing with striking sanitation workers. On April 4, two leaders of that strike will be in LA: Rev. James Lawson, Civil Rights Leader, and Bill Lucy from AFSCME. For info, call 213.381.5611 x 133 or email pheng@launionaflcio.org. (LA County Federation of Labor news release)

APRIL 4

In other news....

Another group of Wisconsin faculty vote for the union

Despite ongoing political attacks on unions and public employees by Wisconsin Governor Scott Walker, University of Wisconsin faculty members across the state continue to vote for union representation. The latest organizing victory came on March 24, when faculty at the University of Wisconsin-River Falls voted 148-16 in favor of union representation by the AFT and AFT-Wisconsin.

“This landslide election, along with the four other recent University of Wisconsin campus union victories, demonstrates that workers—in this instance, UW-River Falls faculty—will not let Gov. Walker’s anti-democratic, anti-worker ideological agenda deny them their right to form a union,” says AFT President Randi Weingarten.

“This is the third successful election held since Walker introduced legislation to eliminate collective bargaining rights for public employees. This latest group of UW faculty are courageously ignoring the governor’s assaults and standing up for what they believe is good for their students and for their profession.”

Negotiations Update— Let's call the whole thing off!



AdFac began negotiating our contract reopeners for 2009-10 with the District in December 2009. We have met 20 times since then. So, where are we now?

When it comes to compensation, here's what we asked for in February 2011:

- ◆ A 10% increase in health benefits
- ◆ A 2% increase in all part-time faculty schedules (credit to remain at the present percentage of credit lecture), retroactive to Fall '10.
- ◆ A one-time bonus of \$60.80 per unit or instructional hour taught for the Fall 2009 and Spring 2010 semesters, or the Fall 2009, Winter 2010 and Spring 2010 trimesters. Funding to be available through the excess of funds received 2009-2010 versus the funds expended
- ◆ Additional pay steps on credit and non-credit pay scales. The same percentage rate between the steps will be incorporated into the new schedule. The steps for both will consist of steps 0, 1, 2,3, 4, and 5. The steps will become effective July 2011.
- ◆ In an agreement to work toward parity, the Adjunct Faculty will receive salary increases of the full-time faculty raise plus 1% in addition to what is negotiated for just the Adjunct Faculty for subsequent years.

Perhaps a bit ambitious in the current budget, but a parity push predominated our Executive Board's expectations. We were in agreement on language for changes in grievance (Article 16); verbal agreement would exclude ancillary activities, i.e., activities that are not reasonably related to the instructional or academic assignment, from the evaluations procedure. We could not agree on any changes on preferred consideration in Article 6 (Assignments and Scheduling).

The District made a final proposal package that would:

- ◆ Maintain the concept of preferred consideration, for a load of at least 20%, and retain the status quo eligibility criteria.
- ◆ Increase the health insurance premium reimbursement amount by 9.1% effective Fall 2011.
- ◆ Amend the grievance procedure as tentatively agreed.
- ◆ **Not** increase salaries for us — or anyone else, for that matter.

The Executive Board rejected the package, fearing that losing preferred consideration for up to 60% of load would be too great a loss to ever recover from.

"If the issue of preferred consideration must be included, then let's wait until the California budget is in better shape and additional funding for community colleges is highly likely." (*P. Christenson, COPE Chair, AdFac Executive Board*)

"While we recognize that budget cuts are affecting community college districts across California, for too many decades adjuncts have ceded far too much ground, so that we are presently making appallingly substandard wages and have no benefits or real job security. Whatever cuts have to be made should be made by others with more to give than adjuncts. **We are the lifeblood of the community college system.**" (*N. Bauman, VP Cypress, AdFac Executive Board*)

What will we will get? 0! What will we lose? 0!

AFT offers support to Japan's disaster victims

AFT president Randi Weingarten met with the director-general of the Japan Teachers' Union in New York City on March 16 to offer support and assistance following the shattering earthquake and ensuing tsunami that devastated areas of Japan on March 11. Weingarten and members of the Japan Teachers' Union were in town to attend the International Summit on the Teaching Profession.

In a letter hand-delivered to Masaki Okajima, the director-general for the education, culture and policies bureau of the Japan Teachers' Union, Weingarten expressed condolences on behalf of AFT members. (She noted that the disaster not only brought destruction to homes, schools, roads, hospitals and businesses, but also the more devastating loss of family, children, colleagues and neighbors.

The AFT is urging members to make contributions to Save the Children (<http://www.savethechildren.org>) and the International Committee of the Red Cross (<http://www.icrc.org/eng/>).

Scholarships available to members in 2011



For 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 rights. Teilhet helped bring the benefits of belonging to an AFT union to thousands of education employees and their families.

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 an application, go to www.cft.org and click on Scholarships. To obtain a photocopy of the application, contact your local union; or to have an application mailed to you, call (714) 754-6638.

College applications must be postmarked by July 1, 2011.

For dependents and members
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. Learn more at 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. 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, or email porter-scholars@aft.org, phone (800) 238-1133, X 4457.

Union Leaders of the Future Scholarship Program

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



SCE students can win a Kaye Lennon scholarship

Last year, Debbie Le, a student in the School of Continuing Education's Early

Childhood Education program, won the Kaye Lennon Memorial Scholarship. This year it could be one of your students!

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

Applications are available through the SCE Provost's office in Anaheim. Deadline for this year's scholarship application: **May 13, 2011**. The winner will be announced at the Student Success Event on June 1 at Cypress College.

Important Dates:

2011 Executive Board Meetings

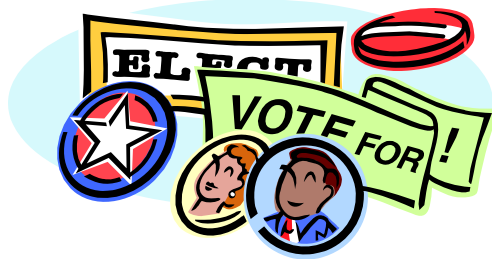
Fridays
April 15
May 20
June 24

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



Welcome, new members!

- Hoa Tran, CC, Math
- John C. Orr, CC, English
- Evelyn Bulnes, SCE, Basic Skills
- Daniel Cantrell, CC, Speech
- Cory J. Neyland, FC, Radio/TV
- Armando Garcia, CC, Counseling
- Cynthia Hernandez-Saul, CC, Math
- Michael J. Campbell, CC, Math
- Tanya M. Collins, CC, Health Info Management



AdFac conducts officer elections

AdFac is conducting its biannual election of officers. The offices are: President, Secretary, Treasurer, Vice President, Cypress College; Vice President, Fullerton College, Vice President, School of Continuing Education.

AdFac officers are expected to attend all monthly Executive Board meetings, to participate in all union business and activities and to work as a dedicated team member, supporting Local 6106 for the two-year term of office.

To be eligible to serve as an officer, a candidate must be a member-in-good-standing of AFT Local 6106. To be eligible to serve as President, a candidate must be a member-in-good-standing of Local 6106 and teach in the NOCCCD. All members-in-good-standing are eligible to nominate candidates and to vote. A member-in-good-standing is one whose dues have been paid through January 2011.



For all your 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 information and publications.

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FLOWERS: Save on flowers, gifts and plants through Teleflora. Members can order discounted flowers online or by phone and have them hand delivered anywhere in the world—100 percent satisfaction guaranteed.

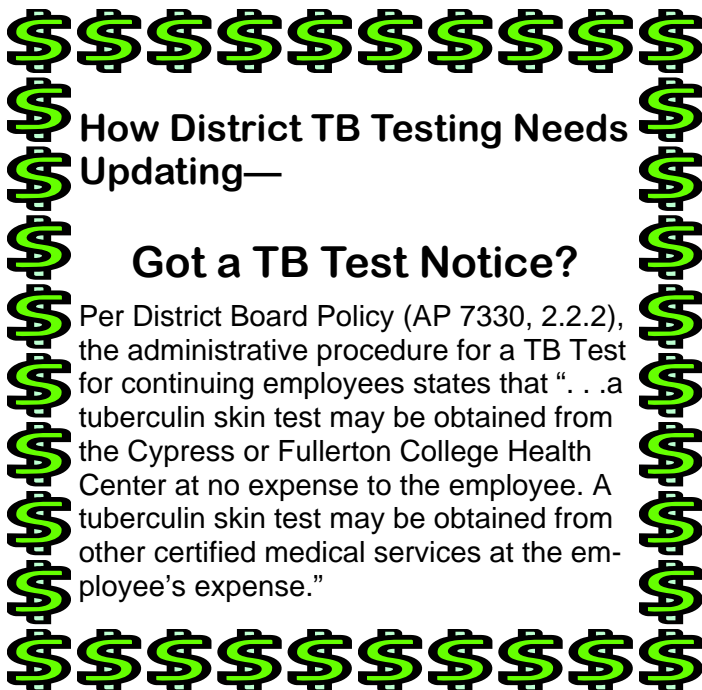
+ SHOPPING
More value for your membership

GET THIS ONLINE AT:
www.aft.org/members/shopping



For more details and benefits go to:
aft.org/members

AFT + is your advocate. For information on all AFT + programs, call 800/238-1133, ext. 8643, or e-mail aftplus@aft.org. The 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.aft.org/benefits/disclosure.



How District TB Testing Needs Updating—

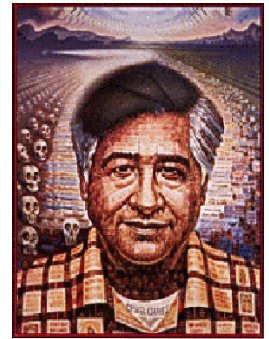
Got a TB Test Notice?

Per District Board Policy (AP 7330, 2.2.2), the administrative procedure for a TB Test for continuing employees states that "... a tuberculin skin test may be obtained from the Cypress or Fullerton College Health Center at no expense to the employee. A tuberculin skin test may be obtained from other certified medical services at the employee's expense."

In the Villa del Sol
305 No. Harbor Blvd., Suite 313
Fullerton, CA 92832

Phone: 714/526-5759
Fax: 714/526-5337
Email: union@AdFacUnited.org

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



**Cesar Chavez Day
March 31, 2011**

“Public education remains the key to rebuilding our state and restoring our economy.”

**-- Sen. Loni Hancock
(D - Berkeley)**

Promoting Parity for Adjunct Faculty

The Foundation for California Community Colleges has partnered with Ken Kragen, architect of “We Are The World,” “Hands Across America,” and “NetAid,” to bring Californians together in support of community colleges and their students. “Hands Across California” will be an unprecedented fundraising, media, and advocacy opportunity focusing upon California’s community colleges. And help the system build a \$100 million permanent scholarship endowment for deserving students.

The event joins nearly all of the 112 community colleges in California in a vast statewide line of hand-holding humans stretching from San Diego through the Inland Empire and Central Valley to above Sacramento in the North, over to San Francisco and down the coast through LA and Orange County, and back to San Diego.

Hands Across California will include more than 1.5 million people—students, faculty, staff, alumni, friends, and supporters of California’s community colleges—and will stretch more than 1,500 miles. Join us!

www.handsacrosscalifornia.org

HANDS ACROSS CALIFORNIA



A dramatic event to support scholarship funding for California’s 2.8 million community college students