



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

August 2011

Volume 10, Issue 3

AdFacts

An open letter to our students for Fall 2011

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Dear Part-Time Colleagues:

At the CFT Convention last March, we discussed having a letter ready to give to students at the start of the next semester/trimester explaining why we couldn't add them to our full class, and how they can take action. The letter is below and on our website (www.adfacunited.org). Please feel free to copy and distribute this letter to your students as soon as possible.

Sincerely,

Sam Russo, President
Adjunct Faculty United



What can I do to get the classes I need?

I wish I could enroll you in my class. However, the number of students that I can reasonably teach, assist, give feedback to and assess in this course has been reached. I wish I could help!

I know how frustrating it is when you are trying to enroll in courses at our college and you keep finding that the class is full. Here you are trying to get an education to move forward in your life and the doors to opportunity seem to keep slamming in your face.

The state of California has cut funding to our colleges even as they have raised fees. When the legislators and the governor cut funding for higher education what they are telling colleges is, "You need to offer fewer classes and hire fewer teachers to teach them." This is what is impacting your access to classes.

However, there is something that YOU can do. You have a vote and your vote matters to the decision makers. You need to contact your legislator and let them know that you are upset. You can contact the legislators that you vote for by going to: <http://www.leginfo.ca.gov/yourleg.html>.

Once you enter your address and zip code, it will give you the names of the legislators who want your vote in the future. By clicking on their names and then on "contact us" you will be able to send them an e-mail. An even stronger impression is made if you mail them a letter or call their office.

In addition, you should contact the members of the NOCCCD Board of Trustees and share with them the pain that these cuts have caused you. Send your e-mail to: bot@nocccd.edu.

I urge you to make your opinions heard. Money for higher education and the availability of classes, whether at the community college, the Cal State Universities or the UCs, is not going to improve until YOU make it a priority for the powers that be!



Special Points of Interest -

- New Members
- Member Dues Change
- CalSTRS Elections
- Kaye Lennon Scholarship

President's Corner



Welcome back to another academic year. I hope all of you had a restful summer; those of you who did not teach.

We're going to engage in several exciting events this year.

With the assistance of Jim Araby (CFT Political Organizer), Sandra Weese (CFT Organizing Director), and Frank Oppedisano (CFT Field Rep), we will attempt to increase our influence in the political and negotiations arenas.



We will soon be mailing three surveys to all of you. The first survey asks you to prioritize contract issues that you want to see improved regarding your working conditions. The second survey is a Community Connection survey to find links between our members and other organizations active in our community. The last survey is a general contract survey. I urge all of you to complete these surveys as fully as possible and return them to the AdFac office. We look forward to learning what issues are important to you and learning how your input can help us in our negotiations with the District.

To update two bills described in my last message: **AB 383 (Portantino)**, which limits the amount of excess work a faculty member can be assigned, is now a two-year bill and goes back to the Higher Education Committee as amended in Jan. 2012. **SB 114 (Yee)**, which authorizes part-timers to be paid on a comparable salary schedule with full-timers, is in the Senate and was last amended in May.

- Sam

Ruth Snyder awarded Kaye Lennon scholarship

On June 1, AdFac announced this year's winner of the Kaye Lennon Memorial Scholarship—Ruth Snyder. Ruth is in the School of Continuing Education's High School program at the Wilshire Center. Her name was announced at the Student Success Event held at Cypress College. Congratulations, Ruth!

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. Next year it could be one of your students!

The scholarship is named after a long-time teacher in 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.



Imponderables???

Ever wonder why the word "abbreviated" is so long?

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Submission deadline: 10th of the month.

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

E-Mail union@AdFacunited.org
Phone 714/526-5759

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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 Sept, Oct, Nov, and Dec.

Your fringe benefits—

- ◆ Sick leave accumulates at the rate of one hour 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 during the summer, you can collect unemployment compensation, since you are hired and fired each and every semester/ trimester. Check our future newsletters for further information; you could get hundreds of dollars over Christmas.
- ◆ 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 \$1,596/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 newcomers. 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!

James Wiley, FC, Physical Education
 Brittany Jensen, FC, Physical Education
 Susanna Abadzhyan, FC, Counseling
 John Koliass, FC, Physical Education
 Sarah Moyer, CC, ESL
 Amy Peralta, CC, Math
 Edgar Oglesby, FC, Admin. Justice
 Cheryl Gibby, CC, Math
 Wayne Chang, CC, Biology
 Ann Nguyen, CC, Dental Hygiene
 Nicole Ledesma, CC, Math
 Wachiraya Minakha, FC, Counseling
 Bryan Resnick, CC, Physical Education
 Andrea Lane, FC, Counseling
 Laura Monahan, CC, Reading
 Valerie Marino, CC, Psychology
 Theodore Gibson, CC, Math

Amy McGinnis, CC, English
 Luis Orozco, CC, English
 Erick Saenz, SCE, English
 Jane Steckler, SCE, DSPS
 Holly Armstrong, CC, Physical Education
 Dawn Decker, CC, Counseling



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 Fall 2012 semester must be turned in no later than the first instructional day of Fall 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.



Moving columns, not mountains

Credit Part-time faculty CAN earn more money!

If **credit** part-time faculty take additional courses, they can move columns on the salary schedule. Column I is for minimum qualifications (usually a Master's degree) and up to 36 semester units beyond that. Column II is for those with 36 or more semester units beyond the minimum qualifications. Column III is for those with a doctorate.



If you have been taking classes and earn enough to move columns, you need to call Human Resources (714-808-4820) and submit proof.

To move columns for next year, all documents must be submitted to the Human Resources office by the second Friday in August. Column advancement only occurs once a year.

Deadline: August 12, 2011.

Non-Credit part-time faculty CAN earn more money!

If **non-credit** part-time faculty take additional courses, they can move columns on the salary schedule. Column I is for minimum qualifications. Column II is for those with a Master's Degree or beyond.

If you have been taking classes and earn enough to move columns, you need to call Human Resources (714-808-4820) and submit proof.

To move columns for next year, all documents must be submitted to the Human Resources office by the second Friday in August. Column advancement only occurs once a year.

Deadline: August 12, 2011.

Salary step advancement and YOU

Deadline: August 12

Started teaching credit courses **FALL 2009 or SPRING 2010?**

North Orange County Community College District has 3 salary steps for part-time credit faculty. If you first started teaching for Fullerton or Cypress **FALL 2009 or SPRING 2010**, then you may be about to come into some money. New hires are placed at step zero of the salary schedule and then advance to step one (**more MONEY**) after having taught for at least 3 semesters. Hence, if you were first hired in Fall of 2009 or Spring of 2010 and have been teaching at least one course each semester since then, you are ready to advance to step one. However, this step advancement is **NOT** automatic (the district negotiators insisted that you must apply to be moved). So you need to contact the Human Resources Office, 1830 W. Romneya Dr., Fullerton, CA 92801, 714-808-4820, and tell them you want to be moved! You will need to fill out an official form. You need to do this before the second Friday in August. But do it now before you forget. The new step assignment will **increase your salary for teaching classes in Fall Semester 2011**. Step movement only occurs once a year. Be sure to keep a copy of your request.

Note: If you were **hired first Fall 2010** and taught 9 units **both** Fall 2010 and Spring 2011, you, too, can advance a step. If you have been teaching at the second step (Step 1) for at least 3 semesters, call Human Resources and apply to move up to the top step (Step 2). Again, this is more money for you. **The district will NOT move you there automatically. In negotiations, they have refused to do so.**

Moving steps

Non-Credit Part-Time Faculty — Are You Ready for a Raise?

First hired Fall Trimester 2009 or earlier (and now on the first salary step)?

The way the system works: New hires are placed at Step 0. After 6 trimesters, you move to Step 1 and make about \$1.50 an hour more, but only move up beginning Fall Trimester. After more than a decade with **NO** steps in non-credit, the union finally got the district to agree to one step.

If you are **NOT** now on the second step, you need to apply to move there (more \$\$\$). **The district will NOT move you there automatically. In negotiations, they have refused to do so.**

Call Human Resources at 714-808-4820 to inquire and have them send you a form. If you are eligible, you need to fill out the form, **return it prior to August 12**, and then next Fall Trimester, you will begin to earn more money!

Negotiations Update—It's not over yet....

In December 2009, AdFac began negotiating our contract reopeners for 2009-10 with the District. We asked for: an increase in health benefits; a salary increase; a one-time bonus; additional pay steps on credit and non-credit pay scales; and in working toward parity, salary increases of the full-time faculty raise plus 1% in addition to what is negotiated for only Adjunct Faculty for subsequent years. (Note: Full-timers got no raise at all this year.)

We agreed on language for changes in grievances (Article 16); and excluding ancillary activities, i.e., those activities that are not reasonably related to the instructional or academic assignment, from the evaluations procedure. We could not agree on any changes to preferred consideration in Article 6 (Assignments and Scheduling).

The District made a final proposal package that maintained the concept of preferred consideration, for a load of at least 20%, retained the status quo eligibility criteria, increased the health insurance premium reimbursement amount; and amended the grievance procedure as tentatively agreed.

We rejected the package, fearing that losing preferred consideration for up to 60% of load would be too great a loss to ever recover from. At the District's request, we continued to meet through July 2011.

Recently, we emailed a survey to all members asking if you had to make a choice regarding preferred consideration, which would you choose: fewer hours or fewer employed. Thanks to those of you who responded. We listened to you, and followed the majority.

At a recent negotiations session with the District, **our negotiations team again rejected the District's proposal to radically alter Article 6 (on Preferred Consideration) of our contract.** We reiterated that their proposal failed to meet our interests and needs.

The District is going to continue to push for their proposal, but rest assured that we will continue to reject any proposals that could potentially destroy preferred consideration.

"Our goal is to strengthen preferred consideration to empower part-timers, and we will continue to do so as long as I am president." (*Sam Russo, President, Adjunct Faculty United*)

How YOU can get involved: Send an email to the NOCCCD Board of Trustees (bot@nocccd.edu) telling them why you think preferred consideration is important; include examples from your personal experiences or from some other part-timers you know. Copy us, too (union@adfaced.org).



Sharon Hendricks for CalSTRS Teachers' Retirement Board 2011 A strong voice for educators

endorsed by California Federation of Teachers



Sharon Hendricks is a speech professor at Los Angeles City College and former speech-language pathologist in Los Angeles area K-12 public schools. As retirement liaison to CalSTRS for the LA College Faculty Guild, AFT Local 1521, and member of the Retirement Committee for the Faculty Association of California Community Colleges, Sharon understands the issues of all CalSTRS members.

As the elected community college representative, Sharon will:

- ◆ Lead as a prudent fiduciary, acting solely in the interests of CalSTRS members.
- ◆ Advocate for a secure retirement for part-time and full-time community college faculty and all CalSTRS members
- ◆ Keep you informed and solicit your ideas about challenges facing CalSTRS and its members

About the election: Full- and part-time community college faculty who are active members of CalSTRS will vote for their representative on the board by mail ballot between October 1 and November 30.

Help Elect Sharon! Donate to the campaign. e-mail: sharon4strs@att.net

Scholarships available to members in 2012



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 and click on 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 post-marked by January 10, 2012.

College applications must be postmarked by July 1, 2012.

For dependents and members
Union-Sponsored Scholarships:

New Options! 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 now available for three new online degree programs. 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. This year's application is entirely online; 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 porterscholars@aft.org, phone (800) 238-1133, X 4457.

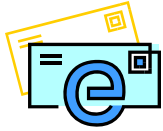
Raoul Teilhet Scholarship Program

CFT offers \$3,000 and \$1,000 scholarships to high school seniors and continuing college students who are dependents of CFT members. Application deadlines: January 10 and July 1, respectively. To learn more, cft.org and click on Scholarships, or phone (714) 754-6638.

Member dues to change with September pay warrants

Recently, we sent a letter to all unit members regarding the dues change effective with the September 2011 pay warrants. The new amounts will be:

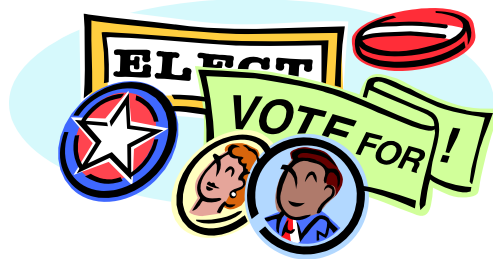
| | |
|-------------------------|---------------------------------|
| Credit Instructors: | 1.9% of gross income/pay period |
| Non-Credit Instructors: | 1.9% of gross income/pay period |
| Credit Fair Share: | 1.3% of gross income/pay period |
| Non-Credit Fair Share: | 1.3% of gross income/pay period |



Please check your e-mails and mailboxes

Concern has been expressed that adjunct faculty are failing to open and read their e-mails, especially at Cypress College. While some of these e-mails are unimportant (e.g., the Bursar's office will be closed between 1:00 and 3:00 PM on Thursday), some are of utmost importance.

For instance, not long ago, several e-mails were sent announcing disaster preparedness drills. While it may indeed 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.

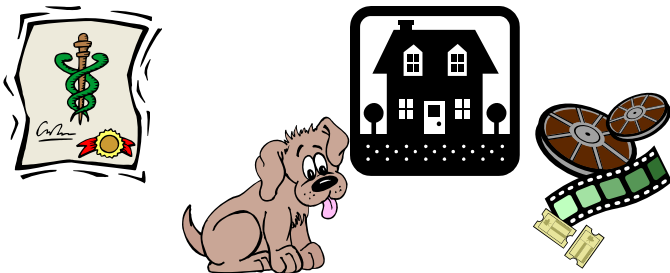


AdFac elects officers for 2011-13

In May, AdFac conducted its biannual election of officers. Officers are: President, Sam Russo; Secretary, Barbara Russo; Treasurer, Ray Raugust; Vice President, Cypress College, Natasha Bauman; Vice President, Fullerton College, Jerri Girard-Corkum; Vice President, School of Continuing Education, Slimane Gueddi.

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

Congratulations to all!



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.

SHOPPING

AFT MEMBERS KNOW
TALK IS CHEAP

AT&T Wireless Discount

• Discount of 15 percent on wireless plans with AT&T, the only unionized wireless company.

MORE VALUE FOR YOUR MEMBERSHIP

GET THIS ONLINE AT:
www.unionplus.org/att

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

AFT+
A Division of Professional Staff

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.

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



**The Labor Movement—
The Folks Who Brought You
The Weekend**

Promoting Parity for Adjunct Faculty

Important Dates:

2011 Executive Board Meetings

Fridays

| | |
|--------------|-------------|
| July 15 | October 14 |
| August 19 | November 18 |
| September 16 | December 16 |

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.