

AdFacts

Union settles negotiations in the midst of a tough fiscal environment

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On June 18, 2009, your negotiations team and the District met with a state-appointed mediator to attempt to settle negotiations for 2008-09. After an all-day session, we agreed to settle on the successor agreement. AdFac and the district tentatively agreed on a new three-year contract effective July 1, 2009. 13% of the members voted to ratify the new contract in July.

In this year of terrible budget news and 10% cuts from the state, the District held a firm line of “no increases” through to the end of the mediation session. As a result, the Adjunct Faculty team focused on improving non-monetary items.

Key provisions of the agreement are as follows:

Article 2 Recognition

The 60% limit on workload has been increased to 67% which results in the following number of possible units per classification:

Credit instruction:	10 lecture hour equivalent units
Non Credit:	16.50 hours per week
Counseling:	21 hours per week
Librarians	23 hours per week

Article 6 Assignment and Scheduling

Qualifications for preferred consideration remain the same. This was a negotiations victory for us because the District sought to tighten the qualifications to limit our privileges.

Preferred consideration reaches to 60%, not 67% under our contract.

If a preferred instructor who has at least a 33% assignment loses a class because of being bumped by a full-timer who needs the course to make contract, and no other course is given to the adjunct, the assignment shall fill the criteria for preferred consideration as if it had been completed.

Article 7 Working Conditions

Time spent on ancillary activities (committee work, senate work, union work, etc.), shall not count toward the 67% limitation on workload.

Article 9 Evaluations

The instructor may request a mentor to help in the evaluations process. If the instructor isn't available for evaluation on any of the dates offered by the observer, the observation may be scheduled at the convenience of the observer.



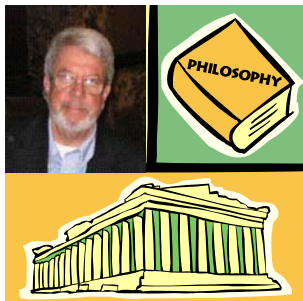
Special Points of Interest -

Imponderables

COPE

Healthcare

President's Corner



Welcome back to a new semester! I hope all of you had a relaxing and restful summer and are ready to resume doing what we do best, providing our students with a quality education.

With the current state budget situation there is little-to-no good news. Because of the state budget we received no pay increase this last round of negotiations, and the forecast for next year is that it will be even worse than this year. We will continue to do whatever we can to minimize class cuts and to protect our members who have preferred consideration status. Each of the schools is handling the budget situation in their own way. I will continuously monitor the situation and report to you.

This is also a good opportunity to convince you to get involved in the union, that is, to volunteer to help where needed. We have about 1,400 unit members. Can you imagine the teamwork with which we could barrage the

District if we had 1,000 union members. There is strength in numbers! There is also strength in teamwork; the 800 current union members working together as a team to get done what needs to be done: mailings, phone banks, carrying picket signs, attending Board of Trustees meetings, etc. You can sign up for one of our various committees at this year's Back-2-School party on Friday, September 11.

I will be in the AdFac office this semester on Mondays, Wednesdays, and Fridays from 9:00AM until 12:00PM. Please feel free to come by the office just to say "hello" or to express your concerns.

- Sam

Reminder:

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

Imponderables???

Change is inevitable, except from vending machines.

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: 10th of the month.

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

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Union Pressure Prevents Cutback

by Denny Konshak



In mid-summer, Cypress College cut some scheduled part-timers' classes because of budgetary constraints. Cuts were primarily made to Weekend College. Lo and behold, one of the classes cut was Arlene Brackett's Friday morning multicultural Dance class (see article on Arlene on page 4). This cut

would have reduced Arlene's load to a one-unit stretching class that meets two hours a week.

Adjunct Faculty United objected that this was perhaps retaliation for our grievances filed on Arlene's behalf. Our lawyer, Dana Martinez, sent a letter to Dean of Fine Arts Joyce Carrigan, and Dean Carrigan reinstated the class.



Get Involved—Join COPE

In the past two budget cycles, K-14 funding has been cut by \$17 billion. We need local elected leaders who want to protect our community colleges. Our union has begun to play a visible role in Board of Trustees' elections in the District.

To elect pro-education members of the Board of Trustees, we need the resources that a voluntary contribution generates to assure the continued success of its political endeavors. Consider becoming a member of our Committee on Political Education (COPE) by voluntarily contributing \$10.00 or \$5.00 via automatic payroll deduction. You will soon receive a COPE deduction form in the mail. Please complete the payroll deduction form and return it to the AdFac office OR deposit it in the COPE box in either the Cypress or Fullerton College mail room. If you can't make a contribution, you can help us by volunteering to work on next year's Board of Trustees election.

(AdFac Negotiations continued from page 1)

The Current Address Form will be placed on the District website and must be submitted if you want your evaluation mailed to you.

The evaluation form has been changed to include four ratings instead of two: excellent, satisfactory, needs improvement, and unsatisfactory.

To retain preferred consideration, the instructor must receive an overall evaluation score of satisfactory or above.

Article 11 Salary

Step and column advancement will continue to be paid.

No reduction in hourly rates on schedules.

New unit members who have never been placed on Schedule A will be placed on Step 0.

Instructors must notify the District when step advancement should take place by filling out the appropriate District form.

After a break in service, instructors on Schedule A shall be placed at the highest step that they previously occupied. As for column placement, they will be placed in the column that corresponds to their qualifications at the time of current service.

The semesters that accrue for step advancement shall be Fall and Spring.

Schedule C now has two columns for educational qualifications.

This year we increased the percentage between the columns to equate to the percentage between the Schedule A columns.

Instructors need to notify the District when column advancements should take place.

Article 15 Distance Education

Distance education course materials developed by an instructor will be the property of the instructor unless a contract to the contrary exists between the District and the instructor.

Article 17 Academic Freedom

Added language includes, "Unit members shall have the academic freedom to promote students' freedom to pursue learning."

The AdFac negotiations team comprises Dr. Slimane Gueddi, Judi McDuff, and Catherine Whitsett, with the help of AdFac President Sam Russo, Chief Negotiator Mary Millet, and consultant Denny Konshak.

This completes negotiations for the 2008-09 academic year; but AdFac will soon begin negotiations for 2009-10, so the work is not over!

Dance Department Vendetta Continues at Cypress College



Arlene Brackett, Cypress College's Teacher of the Year for 2009, loves the students at Cypress College. "They are so dedicated and hard working," she says, "and Cypress is certainly my favorite college of the three that I teach at." But does the college love her?

Spring Semester 2009 was one of highs and lows for Arlene. The high: A committee composed of students, faculty, and administrators (Dean of Fine Arts Joyce Carrigan included) decided that Arlene was such a good teacher that she should be named the best at Cypress College (out of approximately 223 full-time faculty and 450 part-time faculty). Eureka! And then the low: Dance Department Chair Erin Landry evaluated Arlene (the same semester the Teacher of the Year had evaluated candidates) and decided that Arlene was, overall, an Unsatisfactory teacher!

The union complained about this absurdity and Dean Joyce Carrigan supported Erin Landry's assessment. What makes this remarkable, of course, is that Carrigan was on the committee that decided that Arlene was the best teacher at the college!

The majority of the committee that selected Arlene as Teacher of the Year comprised faculty and administrators. The reason for Arlene's "unsatisfactory" evaluation was, largely, due to the fact that she did not "volunteer" enough time to the department beyond working with her students and teaching her classes. The union filed a grievance on the issue of the unsatisfactory evaluation, but Cypress College President Michael Kasler and Vice Chancellor (of the district) Jeffrey Horsley both denied the grievance. Neither one saw any problem. The union has now appealed to a neutral binding arbitrator.

"It's scandalous," AdFac President Sam Russo, a 22-year veteran of Cypress College, says, "that part-time faculty are only paid about 60% of what a full-time faculty member is paid for teaching the same class, but to add insult to injury, now the Dance Department wants part-time teachers to volunteer extra time for FREE."

To make Spring Semester even worse, Dean of Fine Arts Carrigan, in scheduling Arlene for Fall Semester 2009, cut Arlene's request for 9.0 Instructional Units (the equivalent of three 3-credit classes) and gave her only 5.625 Instructional Units. In essence, the best teacher at Cypress College was available to fewer students. One would assume in a rational universe that the administration would want the best teacher at the school teaching as many classes as possible! But no, Dean Carrigan explained to Arlene that she wanted to give classes to other teachers who volunteered more free time.

Because Arlene has been at Cypress for over 20 years, the contract between the district and the union says that Arlene should have priority for her requests for classes. The union filed a grievance; Dean Carrigan rejected the grievance. President Kasler and Vice Chancellor Horsley again saw no problems with the rejection. The union has notified the district that this grievance, too, is to go to a neutral binding arbitrator.

One reason Dean Carrigan is so interested in part-time faculty volunteering is that the Dance Department has two full-time faculty slots, but one slot has been left open in order to save money. Thus, the tasks to mount every semester a People In Motion dance concert fall to fewer people. Dean Carrigan's response has been to lean on what she probably sees as the weakest link: underpaid part-time faculty who have no job security. She could pressure President Kasler to get that full-time slot filled. She could cut the concert from 2 hours to 1 hour. She could threaten to do the concert only once a year rather than every semester. Of the many things she could be doing, one thing is certain: She is using Arlene as an example to coerce other part-time faculty to work for free.

The union stands vigorously in unity with Arlene in this battle!

AdFac elects 2009-11 officers

AdFac conducted its biannual election of officers in May 2009 and the results are in.

Officers for 2009-11

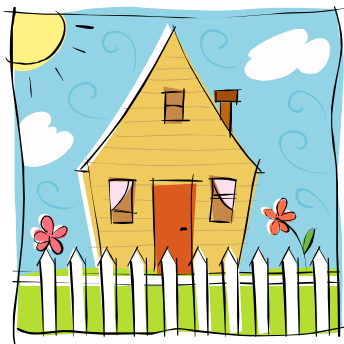
President:	Sam Russo
Vice President, CC	Natasha Bauman*
Vice President, FC	Jerri Girard-Corkum
Vice President, SCE	Slimane Gueddi
Secretary	Julie Zweig (new)
Treasurer	Alice Rice

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.

* Natasha Bauman replaces Richard Lara, who left the District in August, 2009.

**Congratulations to our officers—
and thanks for voting, AdFac Members!**

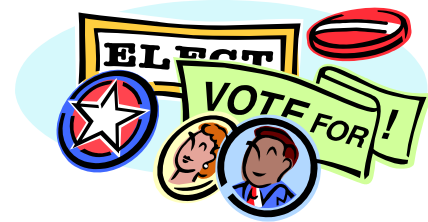


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A Union of Professionals
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Reminder

If you have not filled out your "Request for Assignment" form for Fall 2010, **you must do so by November 1.** These forms must be completed one year in advance.

Meet Julie Zweig

Julie Zweig is a part-time ESL and Spanish teacher at Cypress College and is AdFac's newly elected Secretary. She taught Spanish, French, ESL and Bilingual Social Science at the high school level for many years.



Julie also holds a law degree and has experience in contract formation. Julie was an active union supporter at the high school level.

Her goal as a member of AdFac's Executive Board is to become more involved in the process of creating an equitable and beneficial contract for part-timers. She is particularly interested in individual part-time instructors' rights and ways to improve our contract.

Welcome, Julie!

WELCOME, NEWCOMERS!

Tips and useful facts for our new part-timers

by Denny Konshak

Here are the basics for new part-time faculty:

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 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).
 - ◆ E.D.D.—between semesters /trimesters and during the summer, you can collect unemployment compensation, since you are hired and fired each and every semester/trimester. Watch the union newsletter 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. A main condition is that you have the same access to resources & media (red ink pens for English teachers, etc.) as the full-time faculty in your department.

We now have a new contract* for 2009-12. The contract is on our website, www.adfacunited.org, as well as on the District website. Copies will be distributed in all campus mailboxes.

AdFac is your union and we welcome your participation. Call the office and volunteer your skills (714-526-5759). We are committed to working toward parity for part-time faculty and need your support to continue our progress!

*See "Negotiations Update" article on page 1.

Michelle Grall awarded Kaye Lennon scholarship

On May 20, AdFac announced this year's winner of the Kaye Lennon Memorial Scholarship—**Michelle Grall**. Michele is in the School of Continuing Education's ESL program at Cypress College. Her name was announced at the Student Success Event held at Cypress College. Congratulations, Michelle!

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



Employee Free Choice Act

Give More Workers Union Choice - Sign the Petition!

Put Your Name on the List at www.aflcio.org

Urge your Congressman to pass the Employee Free Choice Act. It protects a worker's freedom to choose a union without management intimidation!

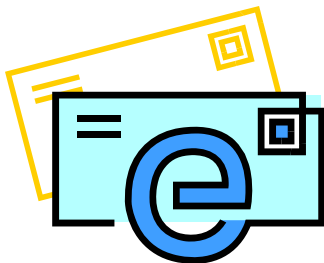
www.congress.gov

Important Dates:

2009 Executive Board Meetings

- Friday, August 21
- Friday, November 20
- Friday, Sept. 18
- Friday, December 18
- Friday, Oct. 26
- (AdFac Party— Friday, September 11)

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.

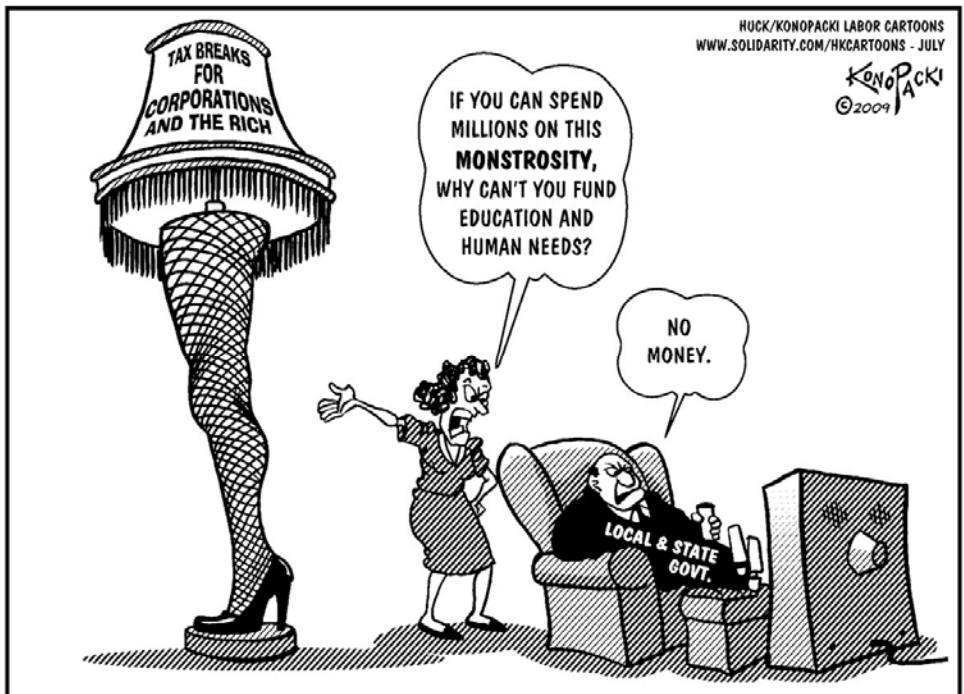


Please check your emails and mailboxes

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. Also, we are required by our Contract to regularly check our mailboxes and e-mails.

Support SB 810



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



Promoting Parity for Adjunct Faculty

**Mark Your Calendars Now for AdFac's Party
"Poor Teachers' Soup Kitchen"**



Friday, September 11, 2009

RSVP by August 31, 2009

**"The democracy will cease to exist
when you take away from those
who are willing to work and give to
those who would not."**

-- Thomas Jefferson