

AdFacts

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UC campuses protest Regents' imposition of 30% student fee increase

At the November Regents meeting at UCLA, fourteen students were arrested (and two tasered) as hundreds (Nov. 18) and thousands (Nov. 19) demanded a rollback of the 32% student fee increases imposed by the Regents. At UC Berkeley, Sproul Plaza was the scene of a five thousand



strong rally at noon Wednesday, with big picket lines at campus entrances, followed by a march through downtown, up into the Berkeley City College building, and past Berkeley High. Students occupied buildings on the Berkeley, UCLA, Santa Cruz, and Davis campuses. More than fifty students were arrested at UC Davis. Nearly every campus saw teach-ins and cancelled classes. Picket lines by striking UPTE and CUE members were up at several campuses.

November 18-20—Several UC campuses erupted in various forms of struggle Wednesday through Friday as students, faculty, and staff protested against the stiff increase in student fees being proposed by the UC Regents. *photo by Richard Mellor*

CFT members from K-12 and community college locals joined their UC colleagues at the campus rallies, as they had on September 24. At UCLA, United Teachers Los Angeles officer David Goldberg expressed the solidarity of his members with the action, and so did Zack Knorr on behalf of the Los Angeles Community College Faculty Guild.

Mike Rotkin reports that at UC Santa Cruz, hundreds of peaceful demonstrators closed the main entrances to campus from time to time on Wednesday and much of the day Thursday following a "snake march" through campus by 500 students and workers. A group of two hundred undergraduate and graduate students occupied Kerr Hall (which contains the Chancellor's offices) late Thursday afternoon and overnight; they relinquished the building on Sunday.

Michelle Squitieri reports from UC Berkeley Wednesday: "Picketing started at 5 am at construction sites and 7 am at the entrances to campus. By 9:30, there was a good, lively picket line at Bancroft and Telegraph, but the campus was otherwise quiet and empty. Lots of street parking just one block from campus! I was sent up to Boalt Law School to picket by the construction site there. Very little traffic in or out of the school. A few construction workers came by to pick up materials from the site but no work was done there. At 11 am and 2 pm, Physical Education lecturer Sue Li-Jue conducted her ballet classes at the picket line at Bancroft and Telegraph. This

(Continued on page 5)



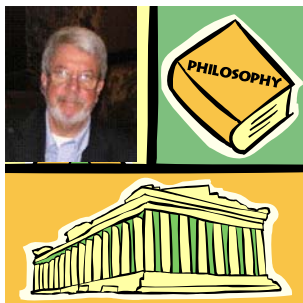
Special Points of Interest -

Imponderables

COPE Campaign

Jill Biden Letter

President's Corner



Before you all leave for what I hope will be a relaxing winter break, and since this is our last newsletter for the semester, I want to wholeheartedly thank all of you who either became new contributors to COPE or who increased the amount they were already contributing to

COPE. Thanks to all of you, we have increased our monthly contributions by almost 100% and our number of contributors by almost 50%. All of you realize the importance of becoming politically involved. It is our elected state leaders who determine the state budget, which, in turn, is allocated by our elected local leaders. We intend to use these extra monies to help elect people who are faculty friendly in general and adjunct faculty friendly in particular to the NOCCCD Board of Trustees.

That is the good news. Now, for the bad news.

It appears that the District is going to deal with larger than expected budget deficits. Thus far, I have heard only from Cypress College, which is expecting some significant cuts to the Summer 2010 schedule. As a result, no adjunct faculty assignments will be made until January or February. Actually, there will be fewer sections to be taught by adjunct faculty—period.

There will also likely be small cuts in Fall 2010. If this is true for Cypress College, it is surely going to be the same for Fullerton College and SCE. Bear in mind, however, that this is tentative and could change. If your classes are cut and you have preferred consideration, let us know.

- Sam



Imponderables???

Why do clocks run clockwise?

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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Fullerton College	Slimane Gueddi
School of Cont. Ed.	

Cypress College Dance Department Update:

Arlene's Back!

by Denny Konshak



The Union's grievances against the District for their treatment of Cypress College's "Teacher of the Year" Arlene Brackett have been settled! AdFac won the initial arbitration and a two-day hearing had been set for November 23 and 24. In early November, the union contacted the NOCCCD Board of Trustees to agree to a settlement and avoid additional costly litigation. Surprisingly, the Board agreed and AdFac was able to bargain agreeable settlement terms.

"Thanks to the resolute stand of the union, publicity in our newsletter, flyers distributed on campus by union activists, and other activities," stated AdFac President Sam Russo, "we were able to successfully resolve the issues."

AdFac's COPE campaign is making headway

Since September, you have received three mailings updating you about our local's attempt at building a stronger political base financially and asking for more member involvement. Also, in mid-October, we visited each of our campuses to discuss what our local is doing to protect our profession and our students' futures.

So far, our COPE campaign has been successful. Since its inception in September, we have increased our monthly contributions by nearly 100%. We have also increased the amount of contributors by almost 50%.

In the past two budget cycles, K-14 funding has been cut by \$17 billion. Part-time faculty have taken the brunt of these cuts; more than \$857 million has been cut from community colleges. We need local elected leaders who want to protect our community colleges. If we do nothing, let these cuts stand and allow elected leaders, who control 75% of our budgets, continue to cut first, then we know we are doing a disservice, not only to our profession, but to the students we teach everyday.

To elect pro-education members to the District's 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.

Most of you have received a COPE deduction form in the mail. Please complete the payroll deduction form and mail 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.

For those who have not yet contributed to our COPE campaign, in these hard times, it is now more important than ever to sacrifice that latte for a day and donate it to COPE. For as little as the cost of a latte once a week for a month (\$15-\$20), you could change the way the administration views us and save jobs.

We will be holding a kickoff meeting for our COPE campaign on February 19, so be sure to mark your calendars.

Your support is greatly appreciated. Call Sam Russo if you have any questions (714) 526-5759.



**Support
SB 810**

Scholarships available to members in 2010



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 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 a scholarship 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.

High school applications must be postmarked by January 10, 2010.

College applications must be postmarked by July 1, 2010.

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. 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 porterscholars@aft.org or call (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 now offers \$3,000 scholarships to qualifying union members. Application deadline: May 30. To learn more, go to www.unionplus.org/scholarships.

Events around state highlight effects of cuts, need for reform

November 20—Educators in Sacramento, San Francisco, Costa Mesa, San Diego, San Jose and Watsonville held rallies, press conferences, and a town hall to draw attention to the impact of the worst budget cuts to education since the Great Depression, and to call for reform of the state budget process and tax policies in order to restore the programs that have been slashed.

In Costa Mesa, Kimberly Claytor (in red shirt), president of the Newport Mesa Federation of Teachers, led a press conference with teachers and classified employees from nearby school districts and colleges, as well as a lecturer from UC Irvine, who described the damage to her students' ability to get the classes they needed to pursue their studies and graduate on time.



UC Campuses Protest—continued from page 1)

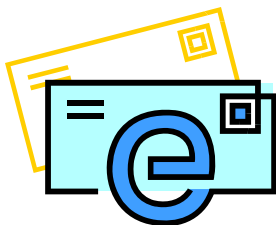
was a hit with the strikers! Sue and all her colleagues in the Physical Education Program have received full layoff notices for fall 2010. If those layoffs are implemented, that distinguished century-old program will be eliminated. Meanwhile, an article on a UCB website celebrates faculty research showing that physical education classes prevent obesity and health problems in children.

I returned to Bancroft and Telegraph at 11:30, and by then the size and volume of the picket line had tripled. The crowd grew in the next half hour, and by the time the noon rally started, Sproul Plaza was filled with students and workers and picket signs from Sather Gate to Bancroft. The rally was terrific—it started with a rousing speech by Ananya Roy, and there were speakers from all the unions and from various student groups and organizations. George Lakoff spoke about his initiative for majority rule on financial matters in the California legislature. (He wasn't on the schedule so this was a last minute change.) AFSCME firebrand Kathryn Lybarger spoke passionately and brilliantly about why the Regents don't really support higher taxes for wealthy corporations and individuals, and therefore don't advocate effectively for funding the University in Sacramento.

There was a rousing sendoff for the students and workers getting on the bus to go to UCLA. Then we marched to downtown Berkeley, chanting most of the way. It was a big march—the street was filled for at least 2 blocks—though not quite as large as the march on Sept 24. We marched past Berkeley High, and chanted, “Berkeley High is hella tight; education is our right.” We marched into Berkeley Community College, chanting, “UC and BCC—education must be free.”

On Friday about fifty Berkeley students occupied Wheeler Hall, and held it against campus police, and reinforcements from the Berkeley Police Department, for most of the day. They were calling for rollback of the fee increase and rehiring of thirty eight custodians, members of AFSCME Local 3299, who had been laid off. At times the crowd of student supporters outside swelled to a couple thousand facing off against the police. At the end of the day the students agreed to leave and most received trespassing citations, although three were arrested on felony burglary charges for moving university equipment.

compiled by Fred Glass, CFT Communications Director



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.

California Legislative Report

Bill: AB 381—State Disability Insurance for Part-Time Faculty

Status: PASSED and signed by Governor

Summary: Permits a community college district to elect to become an employer subject to specified requirements pertaining to disability compensation coverage with respect to all employees who are part of an appropriate employee organization bargaining unit, if the election is the result of a negotiated agreement between the community college district and the certified employee organization. The bill also permits the district to elect to provide coverage to its management and confidential employees and employees who are not part of an appropriate unit, but provides that the election would not be contingent upon coverage of other employees of the community college district. It also permits a community college district that employs an academic employee, as defined, to elect to provide disability compensation coverage to specified permanent, part-time, or temporary academic employees, but the election would not be contingent upon coverage of other academic employees in the district.

Part-time faculty can now vote on whether or not they would like State Disability Insurance coverage separate from full-time faculty. All part-time faculty will be required to pay. The State Disability Insurance (SDI) Withholding Rate for 2009 is 1.1%. The SDI taxable wage limit is \$90,669 per employee for the calendar year 2009. The maximum amount withheld for each employee is \$997.35.

SDI provides partial salary replacement for disability even during summer and winter breaks, maternity leave, and family leave. The best advantage of getting SDI is the up-to-six-weeks of Paid Family Leave, which gives a person partial pay to bond with a newborn, newly adopted, or new foster child, or to care for a seriously ill spouse, domestic partner, parent or child.

Bill: AB 360—Community College Instructors

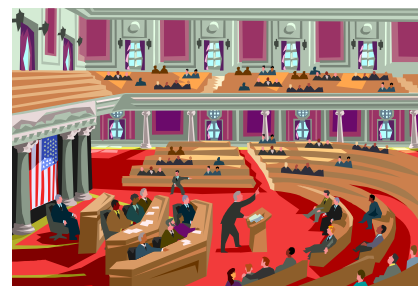
Author: Ma

Sponsor: California Federation of Teachers

Version: Amended 4/15/09

Location: Assembly Appropriations Committee

Summary: Encourages CalSTRS to examine the feasibility and cost-effectiveness of either creating a new program for part-time community college instructors or making appropriate modifications to the Defined Benefit Program to more appropriately reflect the career of a part-time community college instructor.



CFT Part-Time Committee calls on Jill Biden for support

The California Federation of Teachers Part-Time Committee recently sent a letter to Jill Biden, wife of vice-president Joe Biden, calling on her to urge better treatment of part-time faculty at institutions of higher education.

“We are thrilled to have an advocate for community colleges who has the teaching experience and influence within the White House that Dr. Jill Biden possesses,” said Phyllis Eckler, chair of CFT’s Part-Time Committee. “However, we believe, as we state in the letter, that Dr. Biden’s stature as a public figure and status as a part-time instructor could attract much-needed attention and help prod change if she were to advocate on our behalf.”

The letter calls for Biden to support four basic policy positions: 1) That every college or university have at least three-fourths of their faculty members be full-time, tenure-track employees; 2) Part-time faculty get the same pay per class as their full-time peers if they have achieved the same qualifications and length of service; 3) Part-time, nontenure-track faculty be granted proportionate benefits compared to their full-time, tenure-track peers; 4) At universities, a tenure track should exist for teaching faculty, not just research faculty.

CFT has not yet received a response to the letter.

Source: AFT FACE (Faculty and College Excellence Campaign)

Get Extra Money During the Holidays!

Apply now for one of NOCCCD's few "fringe benefits."

As the semester or trimester winds down, AdFac would like to remind all adjunct faculty to phone 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 schedule for Spring Semester or Winter Trimester since "your" class might not fill or a full-time faculty might take it to fill their basic load).



Tell the caseworker you want to apply for unemployment compensation. If you are not working otherwise (retail clerking, for example), you should be able to draw checks every week until the semester resumes in late January. The caseworker will want the name and address of NOCCCD (your employer) 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 always hang up, call back and start the process all over again with someone who is more knowledgeable.

You can also apply on the Internet at www.edd.ca.gov/eapply4ui. ENJOY the holidays!

Welcome New AdFac Members!

Eric Canin, FC Social Sciences
 Peter Christenson, CC Science/Math
 Jeffrey Clingan, FC Phys Ed
 Mandy Jepsen, SCE High School Program
 Joshua Junker, CC Phys Sci
 Ken Gompert, FC Social Sciences
 Avery Olson, CC Counseling
 Sylvia Morrell, SCE ESL
 Maria J Prey, SCE Computers
 Tommy Reyes, FC Tech Ed
 Julie Shields, SCE Pharmacology
 Stephen Sharp, FC Humanities
 Joseph Tucciarone, CC Math

Also, welcome back Jay Hoover, CC Math



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



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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.

A Union of Professionals
AFT +
Member Benefits

Promoting Parity for Adjunct Faculty

Important Dates:

2009-10 Executive Board Meetings

Friday, December 18	Friday, March 26
Friday, January 15	Friday, April 23
Friday, February 26	Friday, May 21

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.

"It is incumbent on every generation to pay its own debts as it goes, a principle which, if acted on, would save one-half the wars of the world.."

-- Thomas Jefferson