

# AdFacts

## CFT annual convention votes to oppose all California propositions except 1B

### Inside this issue:

<b>CFT Convention</b>	<b>1</b>
<b>President's Corner</b>	<b>2</b>
<b>Teacher of the Year</b>	<b>3</b>
<b>Universal Healthcare</b>	<b>4</b>
<b>Negotiations Update</b>	<b>5</b>
<b>Employee Free Choice Act</b>	<b>6</b>
<b>Scholarships</b>	<b>7</b>
<b>Unemployment</b>	<b>8</b>
<b>Salary Step Advancement</b>	<b>9</b>
<b>SB 810</b>	<b>10</b>
<b>CA Special Election</b>	<b>11</b>
<b>Cesar Chavez Day</b>	<b>12</b>

The sixty-seventh annual California Federation of Teachers convention, the highest decision-making body of the state-wide organization, was held March 20-22 at the Sheraton Grand Sacramento. More than 500 delegates and guests attended.

This year's convention theme was "Freedom to Learn: Foundation of Our Democracy." Speakers included Erwin Chemerinsky, Dean of the Law School at UC Irvine; Min Zin, Burmese democracy activist; California Lieutenant Governor John Garamendi; and Randi Weingarten, President of the American Federation of Teachers.

The convention also featured CFT officer elections and workshops on union and education topics. AdFac president Sam Russo was reelected as one of the vice presidents for a two-year term.



AFT President Randi Weingarten



In a pre-Convention interview, CFT president Marty Hittelman tells a news reporter that CFT is working for fair tax policies to increase state revenues and properly fund public education.

Conversation at the convention, which was held just a week after statewide protests against education budget cuts, was dominated by the state budget situation and the upcoming May 19 statewide Special Election, and what to do about them.

After lengthy debate, the delegates voted overwhelmingly to oppose all propositions on the May ballot except Prop 1B. CFT president Mary Hittelman summarized the members' feelings when he said, "We do not believe that these propositions are beneficial to the welfare of the people of California and, in particular, to the students of California."

Delegates also discussed and adopted positions on many other topics important to educators, including:

- ◆ CFT now officially opposes the governor's budget proposal for categorical program flexibility, which would allow school district administrators to shift money targeted for important programs elsewhere.
- ◆ The organization makes support for quality preschool and investing in early childhood workers a major priority. And
- ◆ CFT will devote resources to educating the public about the negative aspects of standardized testing.

### Special Points of Interest -

Imponderables

Student March

Moving Columns

Evaluations

## President's Corner

I can think of nothing that, at present, is more important than our current state of negotiations. At this point, we have signed Tentative Agreements on several articles in our Contract, but the three major Articles remain on the table: **Salary (11)**, **Benefits (12)**, and **Catastrophic Leave (14)**. We have made proposals to the District on both Salary and Benefits, but once again the mantra of the District is that there is no money for salary increases even though funding is available.

The cost of a 1% increase for adjuncts is \$175,000. What we will insist upon is that any increase be put on the Salary Schedule. One-time bonus payments off schedule do not increase over time as do those placed on the Salary Schedule.

In terms of Health Benefits, we are asking for a 10% increase in our medical reimbursement plan. What would this cost the District? A mere pittance of \$13,992 per year.

On the SCE Pay Schedule, one column is 1.035% larger than the previous column, while on the Credit Pay Schedule, the difference between the columns is 1.048%. The cost to the District for this item is a

mere \$23,182, which would create parity between Credit and Non-Credit.

Once again, we are trying to convince both the District and the Board of Trustees that parity and comparability *are not* one and the same. Parity is an internal issue, which will occur only when adjuncts yearly receive a larger percentage salary increase than do our full-time colleagues.

When comparing NOCCCD adjunct Credit salaries to the thirteen districts in the surrounding area, nine of those districts pay more than does NOCCCD.

We are a bit better on the Non-Credit side as we rank second among the five districts in the vicinity.

Also, as of the last report I am aware of, of the 72 districts in the state, NOCCCD is ranked number 56.

I urge you to support in any way possible our Negotiations Team as they continue to try to make NOCCCD a better place to work.

- Sam

### Reminder:

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

### Imponderables???

Why isn't phonetic spelled the way it sounds?

**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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# Cypress College part-time faculty member nominated Orange County Teacher of the Year



Arlene Brackett

**Arlene Brackett** has been selected by the students and campus as Cypress College’s nominee for Orange County Teacher of the Year, sponsored by the James Hines Foundation. (Arlene was first selected as Cypress College’s Adjunct Teacher of the Year.)

Arlene is an adjunct instructor in the Fine Arts Division. She teaches modern dance and ballet at Cypress College (21 years), at Long Beach City College (22 years) and taught at Cerritos College (17 years). Arlene has also been a faculty member at Golden West College and Fullerton College. She received high praise from her students at Cypress on her organization, inspiration, creativity, and communication.

She began her formal dance training at the Boston School of Ballet under the direction of E. Virginia Williams. She received Ford Foundation scholarships to the Boston School of Ballet and to summer programs at the Joffrey Ballet School and Harkness House in New York. She received her BFA from Antioch University and her MFA from UC Irvine. She has danced with the Boston Ballet Company, the Wendy Rogers Dance Company and the Margaret Jenkins Dance Company.

Her choreography credits include productions of “Fiddler on the Roof,” “Oklahoma,” and “The Phantom,” as well as the Orange Co. Choreographer’s Showcase, the American College Dance Festivals, and Long Beach Children’s Productions.

Arlene was selected from a group of nominated instructors on campus who were observed by members of the Associated Students in their classrooms. She was then moved forward for consideration of this honor. A committee composed of students, faculty, and administrators selected Arlene as the finalist from Cypress College. Committee members included Paul Bottiaux, Chair; Joyce Carrigan, Dean, Fine Arts; Richard Fee, Dean, SEM; Rob Johnson, President, Academic Senate; Sivash Shakeri, Commissioner of Activities for Associated Students; Tony Ignacio, Senator, Associated Students; and Nikki Li, Programmer, Associated Students. The final decision will be made in May.

Please join us in congratulating Arlene Brackett for this high honor.

## Does the NOCCCD administration **really** appreciate the contributions of part-time faculty?

AdFac intends to fight the absurdity of the unsatisfactory evaluation Arlene received this semester. President Sam Russo has already sent a letter of protest to Dean of Fine Arts Joyce Carrigan (Ms. Landry's boss). Since Arlene is a "preferred consideration" part-time faculty member, the unsatisfactory evaluation will eliminate her seniority for assignments.

How can the Cypress College administration on the one hand say she is the **best** teacher among the hundreds at the college (223 full time & 450 part time), and on the other hand say her work is unsatisfactory? Your union will also file a formal grievance on the matter. Is this how the district should be treating the teacher of the year?

**Also**, during Spring Semester, Arlene Brackett was evaluated by Dance Department Chair Erin Landry. This evaluation occurred on planet Earth, but perhaps in a parallel universe—the result:

**Unsatisfactory overall**

# Healthcare YES—insurance companies NO!

Healthcare costs are crushing California's economy and the state budget, forcing steep annual cuts in health care access and quality for Californians and their employers. Health insurance premiums annually grow four times faster than wages and have risen 87% since 2000<sup>1</sup>.

There are more than 7 million uninsured Californians, but as insurance companies reduce health coverage, polls show that most insured Americans are worried about how to pay for their health care if they get sick.

The US spends more on health care—and gets less for it—than any other wealthy country. The \$2.5 trillion that we spend every year (17.6% of our GDP)<sup>2</sup> is twice as costly as other wealthy nations, but it buys us a health care system ranked 37th by the World Health Organization. Alarming, studies repeatedly show that the quality of care in the US is falling behind other wealthy nations.

California spent an estimated \$212 billion in healthcare last year<sup>3</sup>. This is plenty of money to provide every resident of the state with excellent healthcare, ensure fair and reliable reimbursements to doctors, nurses and other providers, and guarantee a high quality of care for all.

**SB 810 (Leno), the California Universal Healthcare Act, would provide fiscally sound, affordable healthcare to all Californians, give every Californian the right to choose his or her own physician and control health cost inflation.**

**Truly Universal:** Eligibility is based on residency, instead of on employment or income; it covers all residents.

**Shared Responsibility:** Under this Act, everyone—individuals, employers and government—pays something in and everyone gets healthcare.

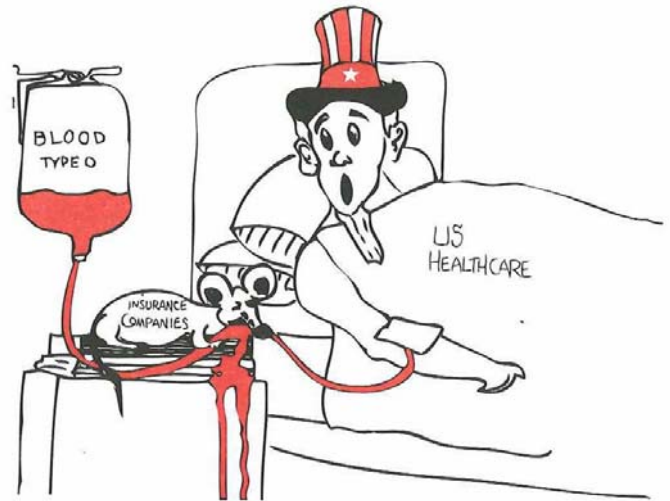
**Affordable: NO NEW SPENDING.** Paid for by federal, state and county monies already being spent on healthcare and by affordable insurance premiums that replace all premiums, deductibles, out-of-pocket payments and co-pays.

**Total Choice:** Everyone can choose his or her own public and/or private provider; and there are no more restrictive HMO networks.

**Fair Reimbursements:** Requires actuarially sound reimbursements for providers. No more uncompensated care.

**Efficient:** Eliminates waste, consolidating insurance company functions into one comprehensive plan with reduced administrative costs which could save California about \$20 billion.

**Benefits:** Coverage includes all care prescribed by a patient's healthcare provider that meets accepted standards



of care and practice, such as hospital, medical, mental health, dental, vision, prescriptions, equipment, emergency care, skilled nursing, substance abuse recovery programs, health education, transportation, diagnostic testing, and hospice.

For more information, go to [www.onecarenow.org](http://www.onecarenow.org).

<sup>1</sup>Kaiser Family Foundation. Employer Health Benefits Annual Survey.

<sup>2</sup>[Health Affairs 28, no. 2 (2009): w346-w357 (published online 24 February 2009; 10.1377/hlthaff.28.2.w346)]

<http://content.healthaffairs.org/cgi/content/abstract/hlthaff.28.2.w346>

<sup>3</sup>Lewin Group Costs and Economic Impacts Analysis. January 2005.

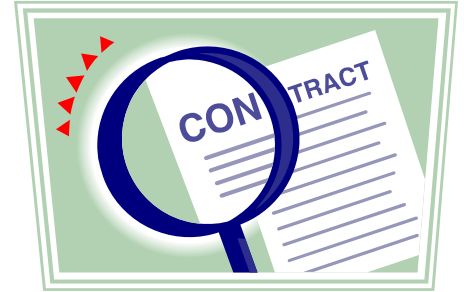
## SB 810 (Replacing SB 840)



# Negotiations Update

## *No surprises at the table. . .*

*by Mary Millet*



Nothing overly surprising came from the predictable bargaining session held on 27 March. “No money have we,” is the District’s mantra; and “But we are 48<sup>th</sup> in the state” is the Union’s.

AdFac presented our proposal for another step on the salary schedule, credit side; pro rata configuration of step increases on the non-credit side (there is currently less of an increase, step to step on the non-credit schedule); and a modest increase across all salary schedules.

AdFac presented the District with statistics from proximal districts, and the District team (consisting of one, Jeff Horsley), responded, “We do need to do something for our part-time salaries, but this just isn’t the year.”

Crying “no money” didn’t start with this budget shortfall. It’s the mantra every year; and last year’s raise, in a year which delivered 4.53% COLA from the state budget, didn’t come until we went into impasse and a third party mediator helped us settle.

But we do have to be realistic about the budget shortfall in the state and the fact that thousands of teachers in K-12 have received layoff notices. Courses have been cut in a high percentage of community colleges, as well, because of budgetary concerns. AdFac is analyzing the District budget, and our findings will determine how we handle it from here at the negotiations table.

Our next session is May 1. We’ll report back to you on what we find!

*(CFT Convention continued from page 1)*

AFT national president Randi Weingarten addressed the delegates about Barack Obama’s views on education. She focused her remarks on a speech Obama recently delivered which had drawn overheated media coverage about purported differences in educational philosophy between the teachers’ unions and Obama

When the Convention hotel ballroom briefly lost electricity, Weingarten abandoned the podium microphone for the convention floor, where she talked to the crowd “with my cafeteria voice.”

Weingarten ran through the many points of agreement between the AFT and the country’s president, most of which had been part of Obama’s speech, but ignored by the press. She told the delegates that she had had conversations with “the highest levels of the White House” and received reassurance that the Obama administration continued largely to share AFT’s values.

Weingarten pointed out that Obama’s views on charter schools and merit pay were nothing new, and were consistent with what he had said during his campaign. She reminded listeners that this was one of the reasons AFT initially supported Hillary Clinton. But the AFT president reiterated that on most issues, the AFT is pleased to find Obama’s administration in synch with our positions.

In another convention action highlight, delegates filled out postcards to Diane Feinstein and Barbara Boxer, calling on them to support the Employee Free Choice Act. Nearly 400 cards were collected.

*(excerpted from CFT’s web site article and photos by Fred Glass, CFT Communications Director)*



Dr. Alice Rice

AdFac delegate Dr. Alice Rice, who teaches math at Fullerton College, proudly displays the tee shirt awarded for her duties as Treasurer of Adjunct Faculty United at a CFT Convention awards breakfast.

## The Employee Free Choice Act—our students need this law

by Fred Glass



Salvador Sanchez, Political Science instructor at several Los Angeles area colleges, participated with his students in a 10-mile EFCA march in the rain on February 5.

### Why we should care

Why should we care that pro-labor members of Congress are poised to introduce the Employee Free Choice Act, and that employer groups are fighting it as if it signals “the demise of a civilization” (actual words of Home Depot co-founder Bernie Marcus)? What does reform of private sector labor law have to do with public sector community college faculty?

The Employee Free Choice Act would allow workers to replace outdated National Labor Relations Act (NLRA) election procedures stacked in favor of employers with a fair democratic process, and provide stiffer penalties for rampant employer lawbreaking. It would also bring in a neutral arbiter to impose a first contract if the employer stalls for a year. The Employee Free Choice Act would be the first major revision of national labor law in 40 years, and the first pro-worker reforms since the NLRA was passed in 1935.

Congress passed the NLRA in a time of enormous, sometimes violent, struggles between labor and capital, and thereby established rules of the game for workplace conflict resolution. It provided for a government board (NLRB) to oversee democratic procedures through which workers could determine for themselves how their collective economic interests might be met. These provisions for forming a union, gaining recognition from the employer, and negotiating a contract allowed, but did not mandate, a secret ballot election to choose the union.

Times have changed. The NLRB-administered secret ballot election process has been compromised and corrupted by anti-worker court decisions and illegal but common employer practices. The biggest problem boils down to this: the NLRA assumed workers had the right to determine for themselves whether they wanted a union. The

courts have obliterated this assumption, giving the employer the right to massively interfere in the election process. The Employee Free Choice Act would restore the presumption that workers have the democratic right to form a union without interference.

### Deceptive PR campaign

Employers view this prospect with alarm. The Chamber of Commerce, Madison Avenue firms, and the anti-union legal industry are behind an expensive, hyperbolic and deceptive public relations campaign against the Act. Their ads, op-eds and talking heads are deeply, deeply worried that if the Employee Free Choice Act becomes law, workers would lose “their right to vote on the job.” Say, does that mean you are for workers voting on what products to produce, or what services to offer the public, or what time to come into work, or how big a raise to give the CEO? Oh, just kidding.

Setting aside the ludicrous idea that the Chamber of Commerce has ever cared about worker rights, their argument is also factually wrong. **The Employee Free Choice Act would allow workers to form a union by the simple, expeditious and democratic method of “majority signup”—if 50% plus one sign cards, they have a union. And if they prefer, they can still ask for a secret ballot election. But the employer can’t.**

Between 20 and 30 thousand workers are harassed, disciplined, or fired yearly for union-related activities that are legal under the NLRA. But the penalties for employer lawbreaking are so slight and take so long employers consider them part of the cost of doing business.

Two years ago one of my students, a musician who had a day job at a national camera supply chain store, was fired for talking with a coworker about forming a union to deal with the employer about consistent undercounting of their hours worked. My student knew it was illegal to be fired for his conversation, but he needed to work, and didn’t have time between work, school, and his music to go talk with a lawyer. He found a new job that paid less, but enough to get by.

Polls consistently show that the majority of non-union workers would join a union if they were not afraid of losing their job in the process. The Employee Free Choice Act would fix the broken NLRA system, restore a measure of fairness to the American workplace, and give our students a greater likelihood their work in community college will convert to a decent living with dignity when they get a job. Its time has come.

*Editor’s Note: Fred Glass is Communications Director for CFT.*

## 2009 Scholarships are available to members

For high school students and continuing college students

### Raoul Teilhet Scholarship Program

#### About the scholarship program

The scholarships were established in honor of former CFT President Raoul Teilhet, the charismatic leader of the union during the 1970s when California education employees won collective bargaining.

#### About the scholarship awards

Scholarships of \$3,000 are awarded to students entering or attending a four-year university; \$1,000 scholarships are awarded to students entering or attending a two-year school. The awards are based on academic achievement, financial need, special talents and skills, participation in extra-curricular activities, and a 500-word essay on a social issue about which the applicant feels strongly.

#### Who is eligible to apply

Scholarships are available to graduating high school seniors and continuing college students who are children or dependents of CFT members in good standing, or children of deceased CFT members. High school seniors who received a Raoul Teilhet Scholarship are not eligible to apply for a continuing college scholarship.

#### How to obtain an application

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

College applications must be postmarked by **July 1, 2009**.

Union-Sponsored scholarships:

#### **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](http://www.unionplus.org/scholarships).

#### **Union Plus Scholarship Program**

The AFL-CIO offers scholarships ranging from \$500 to \$4,000 to union members, their spouses, and their dependents who are enrolled at an accredited institution of higher education. **New this year**, scholarships are also available to graduate students. Application deadline: January 31. To learn more, go to [www.unionplus.org/scholarships](http://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](http://www.aft.org/aftplus/scholarships), email [porter-scholars@aft.org](mailto:porter-scholars@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](http://www.unionplus.org/scholarships).



## Kaye Lennon scholarship available to SCE students

Last year, Yeymy Yiced Saucedo, a 22-year-old student from Colombia in the School of Continuing Education's ESL program at Cypress College, 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 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.

Applications are available through the SCE Provost's office in Anaheim. Deadline for this year's scholarship application: **May 1, 2009**. The winner will be announced at the Student Success Event on May 20 at Cypress College.

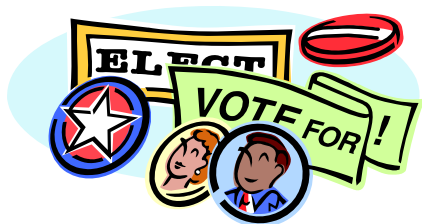
## Get unemployment compensation this summer!

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](http://www.edd.ca.gov/eapply4ui). Note: If you teach summer session, you can only draw \$\$\$ for the time between terms.



### Reminder

If you have not filled out your “Request for Assignment” form for Spring 2010, **you must do so before the end of this semester.**

These forms must be completed one year in advance.

### 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 2009.

Nomination notices were mailed to AdFac members in March. Ballots for officers were mailed April 21 and are due in the AdFac office by May 4 at 4 PM.

**AdFac Members: Be sure to vote!**

# Salary step advancement and YOU

by Denny Konshak

Started teaching credit courses **FALL 2007 or SPRING 2008?**

Earn even more **\$\$\$**

## Salary step advancement and YOU

North Orange district has 3 salary steps for part-time credit faculty. If you first started teaching for Fullerton or Cypress **FALL 2007 or SPRING 2008**, 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 2007 or Spring of 2008 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, Fullerton, CA 92801, phone 714-808-4810, 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 2009**. Step movement only occurs once a year. Be sure to keep a copy of you request.

Note: if you were **hired first Fall 2008** and taught 9 units **both** Fall 2008 and Spring 2009, you, too, can advance a step. Call Human Resources.

## Moving Columns, Not Mountains

### 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 (714-808-4821) 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.

Watch the deadline: **August 14, 2009**.



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

**“We need to level the playing field for workers and the unions that represent their interests, because we cannot have a strong middle class without a strong labor movement.”**

- President Barack Obama

on why he supports the Employee Free Choice Act

**The Employee Free Choice Act  
Because Nobody Should Have to Risk It All  
To Bargain for a Better Life**

**Why we need the  
Employee Free Choice Act**

The **Employee Free Choice Act** would ban employer practices that make it difficult for workers to form unions. The AFL-CIO has compiled these facts:

- ◆ **92%** of employers whose workers try to organize force workers to attend anti-union meetings.
- ◆ **78%** of employers force employees to meet with their supervisor to be interrogated about whether they want a union and are asked to reveal which co-workers are union supporters.
- ◆ **75%** of employers hire union-busting consultants to advise on how to run an effective anti-union campaign.
- ◆ **51%** of employers threaten to shut down if workers vote for the union.
- ◆ **25%** of employers actually FIRE at least one worker for supporting the union, even though it is against the law.

**Give More Workers Union Choice—**

**Sign the Petition**

**Put Your Name on the List at**

**[www.aflcio.org](http://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](http://www.congress.gov)**

**Important Dates:**

2009 Executive Board Meetings

April 17      May 22

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



# Community college, UC students, faculty, staff join huge higher education rally in Sacramento



March 16, Sacramento—Seven thousand students, faculty, staff and other community supporters, many of them traveling hours in buses from schools around the state, marched and rallied in front of the state Capitol on March 16 to protest cuts in public higher education. (photos courtesy of CFT web site)

Vote **NO** on Propositions 1A through 1F  
California Special Election  
May 19, 2009



"Giving our kids the foundation they need to succeed takes a lot more than just playing catch, and Prop. 1A's long-term impact on our schools is too damaging to accept. When voters read Prop. 1A carefully, they'll find it gives the governor new power to make mid-year cuts to our children's classrooms, with no checks and balances," said Dean Murakami of the California Federation of Teachers, who teaches at American River College in Sacramento.

From the people who brought you the weekend...

+ Books to curl up with



A Union of Professionals

AFT +  
Member Benefits

buy where it counts!  
[www.aftplus.org](http://www.aftplus.org)

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](mailto:disclosureinfo@aft.org); or visit [www.aftplus.org/disclosure](http://www.aftplus.org/disclosure).

The CA Budget—  
BBBBBBad  
to the  
BBBBBBone

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



**Cesar Chavez Day  
March 31, 2009**



## Promoting Parity for Adjunct Faculty



**AdFac Congratulates  
Christine Terry, Provost  
School of Continuing Education**

**"Real education should consist of drawing the goodness and the best out of our own students. What better books can there be than the book of humanity?"**

**-- Cesar Chavez**