

CURRENT ISSUES

Recent Legislation

by Linda Chan



Jose Medina
 (photo by Linda Chan)

The very important and powerful bills AB 1690 (Medina) and SB 1379 (Mendoza) were signed late Friday evening, September 30 by the Governor. What the bill requires is that the districts must bargain rehire rights for their part time faculty.

There are four elements that they must bargain “in good faith” or stand to lose their Student Success and Support Program (SSSP) funding. These elements are the length of time the faculty member has served at the community college or district, the number of courses taught at that institution, evaluations and availability, willingness and expertise to teach specific classes or specific assignments that are necessary for

CCAFF Executive Board

President
 Linda Chan / linda.chan42@gmail.com

Vice-President
 Anne Battle / Abattle922@yahoo.com

Treasurer
 Bill Zeman / williamjzeman@yahoo.com

Secretary
 Mark Wessel / mwessel1999@gmail.com

Representation Officer
 Laura Wills / lwills@gmail.com

CFT Field Representative
 Martha Figueroa / mfigueroa@cft.org

Mission Statement

Citrus College Adjunct Faculty Federation, (CCAFF), is dedicated to serving its membership by working to:

- Assure a level of professional respect from the District reflected in its policies and practices consistent with the achievement, dedication and professionalism of its adjunct employees.
- Through contract negotiations, maximize members ability to earn a fair wage consistent with education industry standards.
- Work to provide working conditions for adjunct faculty that maximize their effective interactions with students and co-workers.

student instruction or services.

There are several areas that can be interpreted differently such as the number of times a course has been taught and the policies for termination and evaluation process. These have to be locally bargained. This is a powerful bill for part time faculty but it depends on how willing the districts are to bargain “in good faith” and how “good faith” is defined. CFT and CTA will be collecting data on which districts are negotiating and what is being negotiated.

If the districts do not follow through, then we can go further with stronger language for enforcement. The fight for rehire rights is still not finished and we need to continue to keep a vigilant eye on the districts. You can read the full text of both bills at www.leginfo.legislature.ca.gov.

Child Care at Citrus College

by Laura Wills

When I first started teaching at Citrus there was an issue that I remained ignorant about – and indeed, had spent little time thinking about: child care. It wasn’t until I finally had a child that I finally looked into the matter and found that Citrus College lacked a child care center. This lack became painfully obvious recently as I am now at the point where I must consider alternative options – all of which mean looking for off-site facilities.

I, of course, am not alone with this problem. All other staff and students that have very young children and even those that are taking child development courses feel this lack in some capacity. In fact, I personally have had several students in the past three years at Citrus that have told me about their difficulties in finding reliable, affordable and local child care. Several of my students reported that they felt their best and only (as one student reported) option was to leave their children in the nearest community college’s child development center.

Why did these students feel that a community college child development center was their only option? The students I spoke to told me that one of the principal reasons they chose a college child care facility was because these centers were not only child care facilities, but child development centers – that is, facilities that functioned as an extension of the child development department of the college. There, their children would not only be cared for, they would be formed and stimulated through age-appropriate activities and interaction. Those students also told me that college child care facilities offered subsidized care – crucial for many students- and also gave students priority in slots so they would not have to worry about waitlists.

Now, although Mt. SAC is the nearest community college to Citrus – it is at least 20 minutes (on a good day) away by car. And although the two students I spoke to were very satisfied and impressed by Mt. SAC's child care center, they both lamented the fact that there was no on campus facility that could provide the same services. The lack of an on-campus child care facility presents a real problem when a child is sick, a student or instructor has a late or early morning class and of course if that student or instructor/staff does not have a car and instead must rely on public transportation.

Upon doing some research I found that before I started working here, Citrus College did have a child development center – one that functioned for nearly 30 years before it unfortunately closed in 2012 due to slashed funds. Interestingly, in 2012, Proposition 30 was also passed which allocated eleven percent of increased tax revenue to community colleges. Seeing that it

has been four years since the passage of 30 and the closure of the Citrus' child development center, it is apparent that those funds were prioritized elsewhere.

It remains to be seen whether Proposition 55 will finally provide the means to reopen the center. What is clear, however, is that in the meantime - without an on campus child care facility – those at Citrus reliant on child care must find alternatives elsewhere.

Benefits Information

by Anne Battle

It is the season! All the stores are pulling out all the stops to entice you to buy, buy, buy.

As a union member, you may be able to avoid some of the hassle of holiday shopping by simply pulling your membership card out of your wallet and going online to aft.org/members and registering online to make sure your card has been activated. Then – the places you can go!

You can visit the member benefits website, where you will see that you have the following choices:

- AFT Endorsed Insurance
- AFT Health
- Travel and Entertainment
- Legal and Finance
- Scholarship, and
- Shopping

If you use a Smartphone or other cellular device, why not choose AT&T as your provider and save 15% on your monthly bill? Or, if you're in the market for a new computer or laptop, Dell products offer you the opportunity to go online to: www.unionplus.org/computers to see what's available.

AFT Advantage offers you and your

family exclusive access to an online shopping program. You can find almost anything you might need, or want, including appliances. Don't have the cash to go on a spending spree? If you use an AFT MasterCard, you can save money by not having to pay an annual fee. It also offers low rate balance transfers.

Want to get out of town? You can go to the Travel and Entertainment section and book your travel at a discounted rate. They have some very attractive tours to some very exotic places. Wyndham Hotels have more than 6400 hotels that will give you a discount off the best available unrestricted rate worldwide with advance reservations. By browsing, you will have the opportunity to book rental cars from suppliers such as Alamo, Avis, Budget and National.

You can also take care of the necessities such as buying a home, or getting insurance for your car or home. You can even consider looking at a disability insurance program because as teachers, we do not pay into the state disability program.

All of these opportunities are available because of the little plastic card in your wallet that shows that you are a union member. Take advantage of what that little card can do to save you money.

The Case for Renewal of Education Funding

by Bill Zeman

In 2012 I wrote to you, "Dr. Geraldine Perry recently came to the Academic Senate and told us that we will be running a \$4 million deficit this year, but if Prop 30 passes Citrus College will gain \$3.4 million. Before that Dr. Irene Malmgren told

us that they would add around 150 classes in the spring if the voters approve the measure.”

At the time, our economy was limping out of the Great Recession and our part time faculty membership was around 150. Those of us who were left, had fewer classes than we were accustomed to. My usual three per semester was down to one or two. Prop 30 was a small temporary tax increase on the top 1.5% of Californian earners. The voters passed this measure and over \$9 billion flowed into the California budget in the first year. Citrus got our millions of that and true to their word, the administration added the classes promised. Our membership promptly went back to over 300 and many of us got our full part-time load again.

We have all been enjoying full funding ever since. Students no longer get turned away nearly as often trying to get classes and their tuition has not been raised again, but Prop 30 is only in effect thru 2019. That is why our mother union, the California Federation of Teachers was part of a coalition that put a new extension on the ballot for the 2016 election.

Proposition 55 extends taxes on only the top 1.5% of earners to 2030. Your dues helped CFT pay for polling and focus groups, determining support for an extension and not a permanent tax. Consistent with the research, Prop 55 polled very well with voters. And here at Citrus College we got it right as well. The Trustees acknowledged their support for Proposition 55 and Dr. Perry led the whole administration in supporting it. You might have resisted this proposition, taking the position that it relies too much on the varying incomes of the wealthy whose incomes depend so greatly

on the swinging fortunes of Wall Street. I could argue from history and economics in favor of taxing the very top, but it is not necessary today. There was no other measure on the ballot to save cuts of billions of dollars in funding for public education - millions here at Citrus. Through the passage of Prop 55 we all benefit. California Community Colleges will not return to crowded classrooms on the first day of class, fewer classes for part timers -tuition increases for students. We passed a proposition that is an important tool in ensuring the future of public education.

PARITY FOR PART-TIMERS

by Mark Wessel

Of the approximately 45,000 part-time faculty working in the 72 districts of the California Community College system, adjuncts continue to be compensated at rates between 50 and 60 percent of what full-time faculty make for teaching the same classes. The Chancellor's budget for the 2015-2016 year includes \$62 million for the hiring of full-time faculty, but neither mentions nor plans, for the decade old effort to bring part-time faculty salaries into parity with full-time faculty salaries.

\$60 million in categorical funds was specifically designated by the California legislature to raise part time faculty salary to a negotiated parity level with full-time faculty for doing the same work. The Parity Definition agreed to by CCAFF and the District, Effective July 1, 2004, states that “Unit Member salaries, based on workload, equals 75% of a full-time faculty workload. This 75% includes 37.5% of in classroom time, and 37.5% of preparation

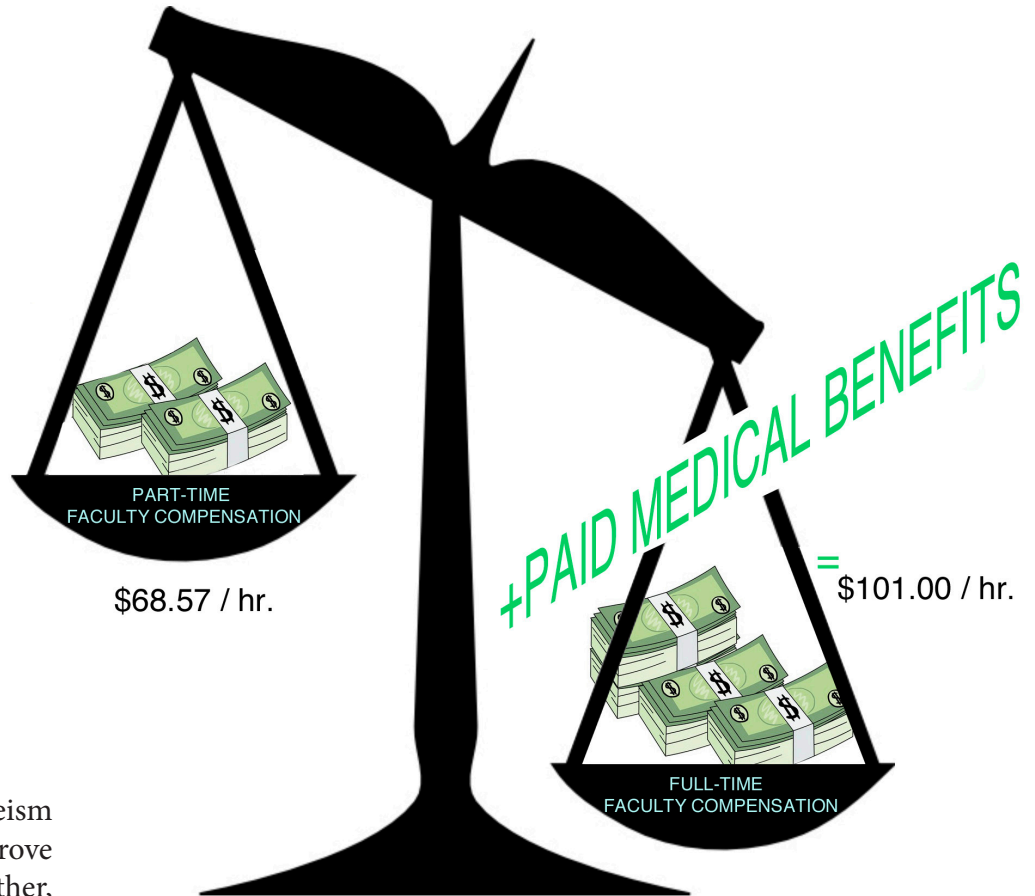
time, and grading. Office hours are not included but will be paid for as performed under the terms of the Article on Office Hour Program in the contract.” A part-time faculty member should be earning the equivalent of 75% of what a full-time faculty member would earn when teaching the same class. This would include classroom time, student contact, grading and preparation. The only responsibilities excluded from the part-time faculty's compensation was the obligation of full-time faculty to participate in shared governance.

Using the method of calculation provided by the *CFT Part-Time Faculty Salary Comparisons in California Community Colleges 2016*, a part-time faculty member at Citrus College who is an MA at Step 5 (or 9th semester), of the part time salary schedule should be receiving an hourly compensation of \$68.57 per hour for an hour of classroom work. This compares to the full-time faculty's \$90.66 hourly compensation at the same place on the salary schedule. The difference is \$22.09/hr, but doesn't include health care benefits paid for by the college to full-time faculty. An individual part-time instructor is responsible for his/her own health care premiums, (including deductibles and co-pays. An examination of *Blue Shield* or *Kaiser Permanente* plans for a person in their fifties or sixties averages around \$4,8000/yr. With this additional amount added into a full-timer's salary, their hourly rate climbs to approximately \$101.00/hr. Nor does it address their contractual guarantee of job security, that surely must be considered in any conversation about parity. Citrus College obviously has a long way to go to reach the goals set by the legislature.

EQUAL PAY FOR EQUAL WORK?

Additionally, it might reasonably be suspected that the more compensation a part-time faculty member makes when he or she has worked at the college for many years, the greater the expense to the college. There is a built in fiscal bias against long term part-time faculty members. It has been reported that part-time faculty members of long standing often find their classes reduced or eliminated, and younger, lower-on-the-salary-schedule, less experienced teachers were

taking their former classes. Ageism is illegal but it is often hard to prove and the process daunting. Further, many part-time faculty feel, with good reason, that complaints may lead to even greater repercussions. Squeaky wheels in our field often don't get oil. They're just as often removed from the machine. Or, when a part-time faculty member is faced with partial employment (for example, one class assignment when that person could take two or even



three classes without exceeding the 67% limit), it often seems more time consuming to teach one class than to just move on.

The categorical program planned to push part-time salaries toward greater parity with their full-time counterparts ended with the cut-backs of the great recession of 2008. There is a question as to how much of those designated funds actually made it toward their intended purpose even before district budget crunches made the effort impossible. It is certainly the case that this money rarely made its way onto part-time salary schedules.

The recent signing into law of AB 1690 (Medina) and SB 1379 (Mendoza), ensuring rehire rights to

part-timers is an encouraging step, but we don't yet know how effectively the law will be implemented or whether the spirit of the law will be adhered to by the District.

We must all understand "Parity" as more than just equal pay. It must also mean parity in benefits and privileges enjoyed by full-time faculty. We must take control of our working conditions. We must be active and vocal in demanding equal compensation for equal work. We have qualified ourselves with the same academic training as our full-time colleagues, often have greater experience, and deserve the same respect and consideration.

We must make our voices heard.

AFFILIATIONS

Citrus College Adjunct Faculty Federation (CCAFF) maintains an affiliation with:

- The American Federation of Teachers (AFT)
- The California Federation of Teachers (CFT)
- AFL-CIO
- The California Labor Federation
- The Los Angeles County Federation of Labor