

## CURRENT ISSUES

### Legislation to Watch

by Linda Chan

Representation Officer and C.O.P.E. Director

There are currently 109 bills that affect Community Colleges and are under the watchful eye of the CFT. There are a couple of bills that would allow a pilot baccalaureate program (**AB 1924, AB 1925, SB 850**) on community colleges. This could have a potential of increased jobs. Here are some of the bills that affect adjunct instructors:

**AB 950** (Chau) Community Colleges: Full-Time Instructors - This will limit how much overload a full-time instructor may take. (CFT sponsored bill) Status: Held in Senate Appropriations Committee.

**AB 1619** (Gonzales) Certificated School Employees – Any certificated employee in any district that has worked for two consecutive years and is so reelected shall be classified as a permanent employee. (CFT – support position) This is the first step to a career path to full time employment.

**AB 1834** (Williams) Higher Education Employer-Employee Relations Act – This would consider higher education employees as employees for purposes of the Higher Education Employer-Employee Relations Act. (CFT – Watch position).

**AB 2126** (Bonta) Meyers Millias Brown Act Mediation – amends the Meyers-Milias-Brown Act which requires the governing body of a local public agency to meet and confer in good faith regarding wages, hours and other terms and conditions of employment with representatives of a recognized employee organization. Permits either party to request mediation. Requires the parties' to agree upon a mediator. Provide the labor-management difference that may be

### CCAFF Executive Board

President  
 Bill Zeman / [williamjzeman@yahoo.com](mailto:williamjzeman@yahoo.com)

Vice-President  
 Anne Battle / [Abattle922@yahoo.com](mailto:Abattle922@yahoo.com)

Secretary-Treasurer  
 Mark Wessel / [mwessel1999@gmail.com](mailto:mwessel1999@gmail.com)

Representation Officer  
 Linda Chan / [linda.chan42@gmail.com](mailto:linda.chan42@gmail.com)

CFT Field Representative  
 Karen (KC) Curtis / [julstad@cft.org](mailto:julstad@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.

submitted to a fact finding panel. Limits the criteria that the fact finders would be required to consider. (CFT - Watch position).

**AB 2295** (Ridley-Thomas S) Academic Employees – Amends existing law regarding community college employee leaves of absence for illness or injury. Provides that an employee's entitlement of transferred leave of absence applies if the employee signifies acceptance of his or her election or employment with other districts within a specified number of school years succeeding the school year in which the employment with the first district terminated. (CFT – Support position).

**AB 2705** (Williams) Faculty – Changes the name and references to part-time faculty to contingent faculty. (CFT and the CFT part-time committee, Oppose unless amended now has gone to a watch position). **Use your voice:** [www.findyourrep.legislature.ca.gov](http://www.findyourrep.legislature.ca.gov)

## Unintended Consequences

by Mark Wessel

Dear President Obama:

I'm sure that when you worked so hard to implement a health care reform law that would ease the burden of ever-rising health care costs and provide coverage to the millions of Americans without it, that you had no intention of making coverage even more unaffordable for many of your fellow citizens. And yet, as employers wrestle with compliance they do what they've always done and try to find a way to obey the law and still not affect their bottom line.

That seems to be true with one of my employers, Citrus Community College. I've recently been notified that class offerings I've come to depend upon to support my current modest lifestyle, which includes payments for my individual health care plan through Kaiser Medical (\$6,264.00 per year), will be reduced substantially. This is due to the formula used by the college to determine part-time employment status. The following is the explanation given me by a District employee: *"Due to the new Federal Law, the Affordable Care Act, any part time employee working over 29 hours per week will be entitled to health benefits. Thus, we are not able to schedule adjuncts over 29 hours per week. Additionally, We are required to include prep-time (2.25 hours/week) + the office hour (.5 hr./wk.) and any additional timecard assignments in the total 29 hours."*

Henceforth, I will be prohibited from teaching more than 72 hours of the 108 hour lab/lecture courses I've been teaching during summer and winter inter-sessions, which probably means I won't be offered them at all, since team teaching is so disruptive to a classroom culture. Nor will (continued on pg. 2)

### Unintended Consequences cont.

any other adjunct. This will also affect my ability to teach any two of the classes I'm sometimes offered during regular semesters, limiting my schedule to just one class per semester. This will impact many of my colleagues as well. Years of service and dedication to classroom performance apparently has no meaning for administrators unconcerned with whether or not their employees have health coverage. The *bottom line* for me and fellow part-timers teaching classes with similar lab/lecture structures will be a loss of thousands of dollars. Even if I find a health care policy to undercut the one I currently have, I'll still have a net loss. Surely, this was not your intention.

Yours Respectfully, etc., etc.

## Bill's Beef

# The State Budget Situation and how it will affect Citrus College

by Bill Zeman

A recent headline in the LA Times said "\$2.5-billion Tax Windfall Predicted." Because of this we might expect to get another large increase in local spending like we did after Proposition 30 passed, but the governor's recently released budget puts a damper on these expectations. The budget has a remedy for fixing the \$73 billion dollar shortfall in the California State Teacher's Retirement System (CALSTRS); and most of it will come from the budgets of the schools.

Currently the employees pay 8% and the schools pay 8.25% of payroll into CALSTRS; the state pays a little more than 3% with money that comes from outside of Proposition 98 funds. The governor calls for the schools to add more than 10% more to their contribution with the state only adding a cou-

ple of percent. Luckily this will be phased in over 10 years, but for the upcoming year schools will have to pay an additional 1% of payroll. This is why the windfall may not equate to as much increased spending here at Citrus. Worse, the governor's budget also calls for 2.5% more from us on top of the 8% of payroll that we are already paying, gradually phased in over the next three years. A recent report I heard from a CALSTRS representative at a meeting of the California Federation of Teachers (CFT) described most of the Democrats, the California Teachers Association and many of the Republicans as being on board with the governor's plan. We in the CFT are going to lobby in Sacramento for a change in the plan, but with this kind of opposition it will be an uphill struggle.

Watch your email for opportunities to sign petitions and make phone calls to pressure politicians to do the right thing. CALSTRS was doing fine until the Tech Wreck of 2002 and the Bank Bust of 2008 destroyed its assets. The wealthy were clearly responsible for this damage and they have not gone to

jail or even lost their wealth for the widespread endemic fraud that they committed. We may have more opportunities to make them pay in the future. The CFT is planning to sponsor a petition in 2016 to close the "business loop hole" of Proposition 13. This special deal for the wealthy allows commercial property owners to avoid paying higher taxes when their multi-million dollar buildings change hands. If this loophole is closed it will generate about \$5 billion more for the California budget, which should equate to about \$2 million here at Citrus College.

The Democrats in the legislature are also working on an oil severance tax that would benefit education. California is the only state that does not have this kind of tax, even Texas has it. We need to take every opportunity we get to pressure our leaders for these kinds of revenue enhancements that affect those who are most able to pay. That is the only way we are going to get a significant increase in classes for the students and the kind of pay and benefits we need to bring us up further in parity with full time teachers.



Ahhh - the tranquil life of the adjunct faculty member.

## 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