

CURRENT ISSUES

EVALUATIONS

by Mark Wessel

Have you received an e-mail that looks like the following?

"We will have a mandatory meeting July 25th, discussing and expanding each of your ratings at ratemyprofessor.com. The whereabouts of this meeting is still unknown; we will update you with location through e-mail as soon as possible.

We are asking you to read each rating to gain a better understanding of your teaching methods and student perception. Our goal is to enhance every student's experience.

Stephanie Cryslar
Citrus College Student Relations
StephanieCryslar@yahoo.com

If you have - be aware that it's a communication unauthorized by any Citrus College representative. You are under no obligation to respond to this in any way. Report the communication to the Student Affairs Office.

Your contract is very clear on the process by which your performance is to be evaluated. In your current contract, (found at CCAFF.com under "agreement"), refer to ARTICLE 8 – EVALUATIONS. You'll find a comprehensive description of the policy that is currently in place.

An important part of article 8 describes the frequency of evaluations that "Unit Members" can expect. It states that: Unit Members will be evaluated once during their first semester of service and at least once every six semesters. It may seem counter-intuitive, (who wants to place themselves in a position that allows their effectiveness to be questioned?), but this is protection for your employment.

A record needs to be in place that allows you to point to written evidence of your competence and compliance with the terms of your job description. Without it, your ability to resist a possible discontinuation of your employment is severely compromised.

Any new employee needs to make sure that a first semester evaluation is conducted and that one takes place every six semesters thereafter. Be confident that your performance will review well and be entered into the record as such.

CCAFF Executive Board

President
Bill Zeman / williamjzeman@yahoo.com

Vice-President
Anne Battle / Abattle922@yahoo.com

Secretary
Mark Wessel / mwessel_1999@yahoo.com

Treasurer
Monica Lee / mplee@earthlink.net

Representation Officer
Adrian Soldatenko / adriansoldatenko@gmail.com

Acting CFT Field Representative
Kevin Cronin / kevin.cronin2@gmail.com

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.

CCAFF DUES STRUCTURE REVISION discussion:

For years the fee assessed members for the rights to union representation and the benefits of collective bargaining, has remained the same. \$23.50 has been deducted from member's monthly payroll checks. Recently, an increase of \$1.00 per payroll period was approved by the Board to offset increases "passed through" by parent and affiliate organizations who charge the local for their membership. CCAFF had not instituted "pass throughs" in years and the local's solvency finally required addressing this need.

But, in the interest of fairness the Executive Board members have been discussing ways by which a more progressive assessment of member's dues can be allocated. The current method does not discriminate between maximum and minimum assignments at Citrus and the difference in earnings re-



July 2011 CCAFF Executive Board Retreat:

This year's retreat dedicated to planning the coming year's priorities, which included revision of member's dues structure in a more progressive and fair way was held in Crestline, CA. Present at the Retreat were from left to right: Peter Nguyen, Anne Battle, Bill Zeman, Monica Lee, Mark Wessel and Adrian Soldatenko.

lated to those assignments. Selecting the best option hinges on a variety of factors:

- How easy is it for the payroll department to implement the assessment?
- Is the assessment fair based on the different earning potential of faculty teaching light or maximum loads?
- Does the proposed change afford the union sustenance comparable to its current system of dues collection?

The Board is looking at a variety of options that present an opportunity for more progressive assessments that will still guarantee the Local's fiscal solvency, but is leaning toward an option of 1.8% of the gross amount per payroll period.

An example of how this would look follows for an instructor paid at step 6, class 1, of the Adjunct Faculty Salary Schedule:

$3 \times \$1,119 = \3357 (total for 3 LHE class)

$\$3357 \div 5 \text{ payments} = \671.40

$\$671.40 \times 1.8\% = \12.09 per payroll period assessed as union dues.

If the same instructor teaches two such classes the assessment would increase accordingly to **\$24.18**.

This way, those unit members lucky enough to receive two or more assignments make up for those earning less per month.

Further analysis is needed based on employment facts and figures provided by the payroll department. Changes will be implemented as soon as possible. Your comments and advice are welcome.

Bill's Beef

Is Warren Buffett Crazy?

by Bill Zeman

You have seen the headlines, right? Like the one in the Washington Times, "Tax the Rich! Buffett Beclowns Himself Again." Then on August 26 other headlines splash across our internet: "Wealthy French Push for Extra Tax on Rich." This confirms it, Warren Buffett is definitely crazy, he agrees with the French!

How did these people ever get rich being so stupid! On the same day, August 26, we found out that Warren Buffett invested 5 billion dollars in Bank of America (B of A). What did he get for his investment? He got preferred stock with a 6% dividend, and warrants to purchase 7,000,000 shares of common B of A stock at seven dollars and change. With this announcement the stock jumped up over \$8 and he has already made millions more. He has made money all through the Great Recession making similar deals with other banks.

Warren Buffett understands that in all times the rich tend to get richer. He also knows that this is bad for the economy. The economy does well when people spend money. The poor and the middle class spend just about all they have. We, the unrich, are good for the economy; "See a dollar, spend a dollar." The rich do not spend all their money; Most of it becomes capital, investment dollars. Capital does not churn, it does not move from person to person creating economic activity; it just sits there in assets: stocks, bonds or real estate. Right now the corporations are sitting on hundreds of billions of dollars of cash, unwilling to even invest it in assets, stocks, bonds or real estate. It is not creating jobs as the friends of the rich always say. It is just sitting in their bank accounts. They are not investing it because the economy is bad. They know that most new businesses will lose money because consumer demand is down.

This is why Buffett and the rich Frenchies want to solve our budgetary problems by having the government appropriate some of this "surplus capital." The rich are smarter, stronger, and more ruthless, so good economy or bad, they get richer over time. There must be some mechanism for wealth

redistribution or this destroys the economy, which causes even more poverty and can create social instability. Social instability can be VERY bad for the rich. It is the only way they can lose!

They have seen the mass demonstrations in France over the last year. They have seen the riots in London over the last few weeks. There have been recent examples of protests that led to significant social instability and loss of wealth for the rich such as the Arab Spring or Venezuela's Bolivarian Revolution. In the last century the rich lost everything in the Russian, Chinese and Cuban revolutions.

Maybe Warren Buffet knows a little history. We have avoided revolution in this country through reforms such as progressive taxation. We used to have terrible wealth disparity in the US. This was corrected in part by taxing the rich heavily and redistributing the money through government programs. But, in the last 30 years they have been reducing taxes on the rich and dismantling the middle class. Since the Great Recession, wealth disparity has reached an all time high. Warren Buffett and the others understand that it is in their interest to be taxed higher. Why would anybody who is not rich be against it?

KNOW YOUR RIGHTS

One of the most vital functions of your Union Executive Board is to prevent management from intimidating employees. Nowhere is this more important than in closed-door meetings when managers attempt to coerce employees into confessing to wrongdoing.

The rights of employees, to the presence of union representatives, during interviews were announced by the U.S. Supreme Court in 1975 during a National Labor Relation Board hearing *NLRB vs. J. Weingarten, Inc.*). Since that case involved a clerk being investigated by the Weingarten Company. These rights have become known as the Weingarten Rights.

WEINGARTEN RULES

Under the Supreme Court's Weingarten decision, when an investigatory interview occurs, the following rules apply:

RULE 1: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished

for making this request.

RULE 2: After the employee makes the request, the employer must choose from among three options. The employer must either:

- Grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee; or
- Deny the request and end the interview immediately; or
- Give the employee a choice of (1) having the interview without representation or (2) ending the interview.

RULE 3: If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

If you find yourself in a situation in which your Dean or Supervisor is conducting an Investigatory interview involving such issues as absenteeism, student complaints, conflicts with other faculty members, etc., it is possible that questions are being asked to elicit facts from you to support disciplinary action that is probable or being considered, or to obtain admissions of misconduct or other evidence to support a disciplinary decision already made. Under such circumstances it is recommended that you say something to the effect of:

"If this discussion could in any way lead to my being disciplined or discharged, I request that my Union representative be present at the meeting. Without representation, I choose not to answer any questions."

The District Representative will be ordered to cease and desist and to post a notice. Discipline that is imposed for insisting on Weingarten rights will be overturned. Discipline will not be overturned if the discipline was for reasons other than insistence on Weingarten rights.

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