

CURRENT ISSUES

GRIEVANCES

It is obvious to all that California education is faced with tremendous challenges during these harsh financial times. Contingent educators face precarious budgetary conditions that affect their expectation of assignment offers from administrators forced to slash payrolls. An adjunct faculty member's expectations for continued employment has always been an issue, but never so tenuous and nerve wracking as now. Those who have been lucky enough to find themselves with fall assignments will discover that their ranks have been greatly reduced, that colleagues whose faces they're used to seeing are now absent. Last fall 310 adjuncts were a part of the Citrus part-timers bargaining unit. This year only 221 remain.

It is understood that there is some inevitability to the reduction in the numbers of adjunct employees, but it should also be understood by Administration officials as well as by union members, that there should be adherence to fair and established procedures in determining the method by which these cuts are made. It is in this spirit that CCAFF involves itself in two cases all union members have a stake in. The first case involves representation of a long time faculty member, who, in spite of his seniority over all other adjuncts within his department, is the only instructor to have lost his position. Reasons given this instructor and CCAFF representatives by Citrus administrators has been contradictory and inadequate. The second case involves the almost wholesale elimination of the adjunct counseling staff at Citrus College. The District has not

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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.

been responsive to working and negotiating with the Union as they are required to do.

A basic understanding of the lay-off situation is needed: Full-time faculty members cannot be laid off unless served with a letter by March 15 during the previous year. This is a high level of notification. Classified employees can be laid off at any time with a minimum 45 day notice. Adjunct employees have even less protection. There is no language in the contract that would make "layoff" a specifically apt description of what happens to adjuncts when they find themselves without assignments, but the effect of not being re-hired, with no obligated advance notification, discovering their unemployed status between semesters, has the same net effect as a "layoff". CCAFF has been engaged in a long, hard fight for more procedural due process rights that unfortunately have not yet been realized. But the union's efforts continue.

The District needs to be pushed to disclose legally requested information. It needs to be confronted when its cuts are unreasonable. It needs to answer questions about whether or not it has done everything it can to avoid layoffs. Across the nation educational institutions are facing severe budget cuts. Many administrators have taken voluntary pay cuts. Full-time faculty members at University of California campuses are accepting salary reductions. Is the pain of budget cuts at Citrus College being shared or simply being aimed at the most vulnerable campus employees?

California Community Colleges are required to maintain a 5% minimum reserve. Citrus has approximately double that figure. It raises questions about whether the District has done everything it can to avoid layoffs. The time to get involved in the union and stand up to the District has never been more relevant than now. Please contact Jeff Gordon, President if you have a reported violation or would like to get involved.

UNION BENEFITS

Did you know your membership in CCAFF qualifies you for a variety of benefits that may help to offset some of the financial struggles many adjuncts are currently enduring? You qualify for AFT PLUS Member Benefits.

Quality programs include Financial Services, discounted services and products, voluntary life and health insurance plans at reasonable rates and automatic coverage in the following areas:

- Local Union Paid AD&D
- Workplace Violence Insurance
- Occupational Liability Insurance
- Officials Liability Plan

Explore the site (www.ccaff.com) and learn more about the savings and services available to you as a union member.

CFT NEWS

CONFERENCE RESOLUTIONS

Following is a re-printing of the resolutions adopted at this year's CFT Conference regarding promotions and re-hire rights for part time faculty at California community colleges. The CCAFF Bargaining team is working toward contractual language that will reflect the following positions:

• CFT Resolution 20 – 2009

REQUIRE COMMUNITY COLLEGES TO PROMOTE PART-TIME FACULTY TO FULL-TIME POSITIONS

Submitted by the CFT Part-time Committee

Adopted March 21, 2009

Whereas, part-time faculty often serve at the same institutions, in the same positions, continuously for many years, only to be passed over for full-time positions in favor of someone from outside the institution, often having less experience; and

Whereas, institutions could make a more informed decision about someone they have already hired and evaluated over a longer period of time than they can in just a brief interview; and

Whereas, current part-time instructors are already familiar with the college and its procedures and have developed relationships with students; and

Whereas, if part-time instructors knew they had a greater chance of getting a full-time position, they would be more motivated to be involved in college activities; and

Whereas, precedents for such a practice exist in the Vancouver Community College in Vancouver, British Columbia, where they negotiated a contract that requires hiring currently employed part-time faculty for full-time positions and only hiring outside if no qualified current part-time faculty can be found, and Oregon and New Jersey have both introduced bills requiring inside hiring of part-time faculty for full-time positions;

Therefore, be it resolved, that the California Federation of Teachers (CFT) support legislation amending the California Education Code so that when a full-time position is open, if there are part-time faculty

who have been teaching in that department for eight or more semesters, have a record of satisfactory performance, and have applied, one of them should be promoted into that position. If there are no part-time faculty members who meet the requirements or if no part-timer accepts the position, then the institution may use the regular hiring procedure and advertise outside the institution; and

Be it further resolved, that until such legislation is enacted into law, CFT locals be encouraged to include such language in their contracts.

• CFT Resolution 19 – 2009

REQUIRE REHIRE RIGHTS FOR TEMPORARY, ADJUNCT FACULTY IN THE COMMUNITY COLLEGES

Whereas, there is a large turnover of temporary adjunct faculty in the community colleges of California due to budgetary constraints, lack of full-time teaching opportunities, low pay, few benefits and insecure job prospects,

Whereas, the experience and staff development training of temporary long-term adjunct faculty add to the quality of college programs,

Whereas, a revolving pool of temporary adjunct faculty may not be available from semester to semester to support students who require continuity of quality instruction, mentoring, letters of recommendation, curriculum development, and learning outcomes assessment,

Therefore be it resolved that the California Federation of Teachers pursue legislation to change the California Education Code to require that a temporary community college faculty employee who has worked for a particular college for six (6) semesters or nine (9) quarters (trimesters) with satisfactory performance within that specific discipline or department shall be given priority rehire rights within that discipline or department; and

Be it further resolved, that an employee with such rehire rights will be eligible for reemployment prior to those temporary employees who have not secured such rights; and

Be it further resolved, that any reduction in program offerings or enrollment that may force a college to suspend the employment of a temporary faculty employee for a semester or more will not affect that individual's right to priority rehire

and he/she will remain on a list of priority applicants who have attained rehire rights; and Be it further resolved, that details as to assessment of performance, breaks in service, and other matters affecting rehire rights will be mandatory subjects of collective bargaining; and

Be it finally resolved, that this legislation shall serve to supplement, not supplant, stronger rehire rights already negotiated at the local level.

The California Community Colleges JOBS REGISTRY

The California Community Colleges Registry is a large scale database containing the names, qualifications and desired position(s) of potential California Community College (CCC) faculty, support staff and management job applicants. The database is utilized by the 72 CCC Human Resources offices, representing the 109 California Community Colleges. This web site provides a number of services for individuals seeking employment as a faculty, support staff or manager at a California Community College. Currently, there are 1155 open jobs in the CCC Registry.

UNEMPLOYMENT BENEFITS

If you have not been given an assignment (or your assignments have been much reduced during the coming months), you have a right to apply for unemployment insurance benefits. The state budget crisis has resulted in colleges, (including Citrus College), cutting class sections. Part-time faculty who lose some or all of their assignments may be eligible to collect unemployment benefits. You can apply online at www.edd.ca.gov or by phone at (800) 300-5616. Go to: www.ccaff.com for complete advise on the application process.

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