

**SEEKING SOLIDARITY**

## MEMBERSHIP BLITZ

Citrus College Adjunct Faculty Federation, (AFT - American Federation of Teachers Local #6352), and representatives from affiliate unions, will be contacting all the members of the bargaining unit at Citrus College during the period from Wednesday, November 12 - Friday, November 21. Executive Board members and other active Local members, will be introducing themselves to adjuncts across the campus to spread the message of a union renewed in its commitment to strength through unity. Citrus Adjuncts can expect to see representatives of their Local seeking involvement from its membership as a show of solidarity in advance of upcoming bargaining negotiations with the district. Those members of the bargaining unit who have not yet signed up as active members will be provided with the appropriate form and those who are already officially affiliated will be presented with opportunities to participate in advancing the cause of their own professional well being through unified action and support.

## LEADERSHIP OPPORTUNITIES

Members of the Adjunct Faculty are encouraged to become involved with the college and union. There are currently vacancies in the Academic Senate, Steering Committee and Human Resources Committees. In February nominations and elections will be held for positions on the Executive Board. Members may contact Current E-Board members for more information.

### CCAFF Executive Board

- Interim President  
Tom Gerfen
- Interim Vice-President  
Jeff Gordon
- Interim Secretary  
Mark Wessel
- Treasurer  
Monica Lee
- Peter Nguyen  
CFT Field Rep.

### CCAFF MEMBERS APPROVED CONTRACT

By a overwhelming YES vote, your contract has been approved by the members of the Citrus College Adjunct Faculty Federation (CCAFF). The contract went to the Citrus College Board of Trustees and was approved on Tuesday, May 27, 2008 at the 4:15 pm board meeting.

A basic outline of the settlement is as follows:

1. Effective February 19, 2008, Salary Schedules increased of 12.98%.
2. Effective June 23, 2008, Salary Schedules, additionally increased by 1.55%.
3. The term of this Agreement shall be from July 1, 2006 through December 31, 2008 with no re-openers.
4. Upon request of either party, the parties shall meet up to twice per month for labor/management meetings.
5. Unit members shall hold half hour office hours each week and include the office hour availability in their syllabi.
6. The Lecture Hour Equivalent (LHE) conversion will be implemented beginning with the first semester scheduled after enrollment at the college reaches 12,347 FTES.
7. Lab Rate columns/steps shall be removed from the Salary Schedule and the Lecture/Lab LHE Factors shall be implemented .
8. In the event of a conflict between the Board of Trustees policies and the Collective Bargaining Agreement, the Agreement language shall supersede.
9. Union members have newly defined rights regarding personnel file access, location, content disciplinary action, removal of derogatory material, file inspection log, content and copy fees.

### 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.

### UPCOMING NEGOTIATIONS

At the November 3 Executive Committee meeting, Jeff Gordon reported on submission of "items for sunshining" submitted to Citrus Community College District in anticipation of negotiations for a successor contract to the July 1, 2006 - December 31, 2008 master agreement. Appointed Committee members include: Jeff Gordon, Tom Gerfen, Monica Lee, and Anne Battle. Chief Negotiator is Peter Nguyen.

*See following page for list of "sunshined items".*

### dates to mark

- **Board of Trustees meeting**  
- 4:15 pm  
**AD Building - Board Room**  
**November 18**  
**December 2**
- **CCAFF General Meeting**  
**November 20**  
**4:00 - 6:00PM**  
**Faculty Lounge**

# Sunshined Items

The following topics under Agreement Articles between the Citrus Community College District and CCAFF have been sunshined for discussion in up-coming contract negotiations:

## ARTICLE 4 - UNION RIGHTS

- District to provide union release time and on-campus office space for CCAFF.

## ARTICLE 6 - ASSIGNMENT AND SCHEDULING

- Rehire preference for incumbent adjunct faculty and associate faculty status
- Change adjunct maximum load to 67%
- Modify current framework for paid office hours
- Class size

## ARTICLE 8 - EVALUATIONS

- Make changes to the current evaluation process

## ARTICLE 9 - LEAVES

- Regular notification of accrued sick leave on pay stub
- Include option to cash out accrued sick leave

## ARTICLE 10 - SALARY

- COLA and salary enhancements, including the elimination of redundant salary steps and the creation of new steps and columns
- Step scale for hourly adjunct faculty, including counselors, librarians, nurses and substitutes
- Modify definition of parity

## ARTICLE 12 - MEDICAL BENEFITS

- New framework for medical benefits

## ARTICLE 14 - NON-DISCRIMINATION

- Enhance non-discrimination protections

## ARTICLE 15 - GRIEVANCE

- Enhance grievance rights, including the addition of binding arbitration in the grievance process

## ADDITIONAL PROPOSALS

- Stipulate contractual protections of academic freedom
- Introduce a new framework for retirement benefits

# FOR PART-TIMERS, A SOLUTION TO TOO MUCH FREE-WAY FLYING

## *California Bill Raises Cap on Workload*

A new law in California will be a boon to part-time faculty who have been forced to put together a full-time teaching load by picking up courses in multiple districts. Currently, the annual credit-hour threshold that parttime/adjunct faculty may work within one community college district, before being automatically put on the tenure track, is 60 percent of a full-time load. In January, that cap goes up to 67 percent.

In general, a full-time teaching load is 15 units, and classes tend to be three units each. Certain disciplines—primarily, foreign languages, the sciences and math—have five-unit classes, explains Phyllis Eckler, a parttime instructor at Glendale College and co-chair of the Adjunct Issues Committee of the Los Angeles College Faculty Guild/AFT.

Under the current 60 percent formula, a part-time math teacher who teaches a five credit class at Glendale, for example, would not be able to pick up another five-unit course there or anywhere within the L.A. district. To put together a full-time load, that person would have to teach a course or two outside the city, possibly necessitating hundreds of miles of extra driving in a typical week.

“With gas at \$4.60 per gallon, it takes a huge cut out of your pay,” says Kathy Holland, a part-time political science instructor who teaches at Pierce College and serves on the California Federation of Teachers (CFT) Part-Time Faculty Committee. According to the California Community Colleges chancellor’s office, of the 41,625 academic temporaries in the state, 3,393 work in multiple districts. “The new bill will make a real difference in these people’s lives,” says Marty Hittelman, CFT president.

Michael Ward is a history professor who teaches at Ventura College, California State University Northridge and the College of the Canyons. As one who is concerned about the cost of commuting for part-timers, he says the law “is a good thing.” But the Ventura Federation of Teachers member also believes the state needs legislation to stop the erosion of full-time, tenure-track positions.

That’s why the CFT has been advocating for the passage of Faculty and College Excellence (FACE) legislation that would address two ends. It would provide part-time pay equity and benefits on a par with full-time faculty pay scales, and would set an enforceable 75-25 ratio of full-time tenured or tenure-track faculty to part-time faculty in community college districts. It also would give priority consideration to part-timers applying for full-time openings.

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## SPECIAL SESSION THREATS TO COMMUNITY COLLEGE ADJUNCTS

Governor Swarzenegger’s November 7 special session proposals to the 2008-09 budget address California’s General Fund revenue shortfall of \$11.2 billion this year. “Economic conditions have deteriorated dramatically since the Governor signed the 2008 Budget Act on September 23,” begins the opening page of the Governor’s Budget, Special Session 2008-09 document.

In addition to revenue enhancement programs and other program reductions, savings are proposed affecting Proposition 98 expenditure, reduced by \$2.5 billion. Reductions include elimination of the .68 percent COLA provided for K-12 and community college apportionments as well as Child Care programs savings, and further reduced general purpose funding for all Local Education Agencies. These would “be accompanied by dramatic flexibility provisions that will allow LEA’s to transfer categorical funds at their discretion to ensure adequate funding for essential classroom instruction and services.”

All proposals will require legislative approval.

## 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