

VOLUME 10, NUMBER 2

CURRENT ISSUES

Negotiations Update

by Linda Chan

Negotiations was concluded at the end of August and was ratified and approved by the Board of Trustees at the beginning of October. The process is that once both the District and the bargaining unit agree on the contract, it must be ratified by the bargaining unit. This takes a while since some members need time to respond and decide. Once the bargaining unit has ratified, the contract goes to the Board of Trustees (who meet twice per month) for approval. After the approval process is done all the changes go into effect including salary changes.

The salary changes are as follows: 5% (retroactive to January) plus a one-time 2% bonus for 2018, 3% plus a one-time 2% bonus for 2019 (the one-time bonus for 2018 is removed and the new one is calculated) and 2% plus a one-time 2% bonus for 2020 (with the one-time 2019 bonus removed and the new one calculated). Your December check should reflect the 5% increase. According to the district, since part-time members have varied salary rates, the payroll office is having to calculate each one separately. This will take some time, but members should see their bonuses and retroactive pay in January.

Other gains that we made are that your intellectual property is protected. Previously, there were no provisions in the contact. We have strengthened our rehire provisions as well and are still working on improving them in future negotiations. We also did some "clean-up" on personnel files and anti-discriminatory language.

If you would like a free copy of your contract come by our office in CI-303 or download it at www.CCAFF.com. If you have

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.

questions, comments or suggestions please feel free to contact us. We would like to hear from you.

Workshops and more Workshops

by Linda Chan

This semester we are offering workshops on "Knowing Your Contract", "Your Weingarten Rights", "Retirement and how it affects Part-Time Faculty" and "Unemployment Benefits". They are free and are offered at different times and days of the week. For scheduling please visit our website at www.ccaff.com.

We are hoping to offer more workshops in the Spring. There has been some interest in having a workshop on creating syllabi. We will probably have the unemployment workshop towards the end of the spring semester.

If you have any ideas or suggestions for workshops please contact Linda Chan (President, CCAFF) at linda.chan42@gmail.com or come by our office in CI-303 and talk with us.

AFT Union Benefits

by Anne Battle

With the holiday season just ramping up, many of us are looking for ways to save some money as we shop for gifts for our loved ones. As an adjunct union member, you have the solution right in your wallet: your union card. The union card gets you many benefits, from travel solutions to large appliances – all at a discounted rate.

Some of the highlights offered by aft.org/benefits include insurance savings, including life, income, auto and home – even for your pets. Other opportunities allow you to save 15 percent on your cell phone bill from a union provider. Thinking about getting a home? You can check out the mortgage savings.

Maybe you just want to get away. You can save on travel whether it be an organized tour or something you plan yourself. There are savings on hotels as well as rental cars – all at the tip of your fingers.

Looking at a stay-cation? You might want to check out the entertainment discounts. These include movie tickets, theme parks, as well as theater and restaurant savings. Movie tickets can be had for a savings of up to 24 percent per ticket at AMC, Cinemark, and Regal venues.

Whatever your needs, union benefits may have just the solution you're looking for at a very reasonable price. There are always new programs and enhancements being offered through Union Plus, the AFL-CIO benefits program. You can visit aft.org/benefits to see what is being offered currently. You may find just what you're looking for at a very reasonable price.

Happy Holidays!

Bill's Beef

Hope from the Mid-Term Election

by Bill Zeman

This recent election really should be seen as encouraging for progressive minded folk. Young people came out and voted in bigger numbers than any time since mid-term data for the 18-29 year-old demographic has been collected, starting in 1978. According to a study done by Tufts University, 31% of this demographic voted, a total of 14.7 million voted this year, up from 10.8 million in 2014. Almost all of the nearly 4 million extra voters went for Democrats and they accounted for a large part of the *Blue Wave* that caused the Democrats to flip 39 seats in the House, and saw 10 states where Democrats took either control of legislative bodies or the governorship. In several places like Florida, Texas, and Georgia where Republicans barely held on

to senate seats and governorships, the races were so close that it is easy to see that another two years of demographic change will bring more success to progressives in more places. The youth truly portend a brighter future.

In some gerrymandered states, Republicans held onto ridiculous majorities despite the fact that there are more Democratic voters, but this just added data for lawsuits that are in the works against gerrymandering that should win or greatly discredit the courts who rule against reform.

The only reason why the Republicans gained 5 or it might be 6 seats in the Senate is that the map favored them like to map as favored a party in over 100 years. The map favors Democrats for the election of 2020, and so the Senate could flip then. And it is likely that the Trump presidency will continue to produce the type of outrage that fueled the Blue Wave of 2018.

The only problem as I see it, is that it will be hard to beat Trump in 2020. As I wrote after the Trump election, the moderate Democrat, Hillary Clinton

won because most of the Democratic primaries were closed: only registered Democrats could vote. The support for Bernie Sanders was mostly from independents who could not vote for him in over 30 Democratic primaries, so he lost to Hillary. The polls showed Hillary and Trump very close, but always showed Bernie far ahead of Trump. The Democrats have not learned their lesson from this. Everywhere I hear them talking about how we need centrist Democrats. A centrist Democrat is not inspiring and will not bring out the voters. This is what Hillary was. No one is talking about opening up the Democratic primaries, not even Bernie! This will doom us to a centrist Democrat nominee who will almost certainly lose to Trump.

I really hope I am wrong, but I think we are stuck with Trump for six more years. The only consolation is that he will continue to bring out voters against other Republicans and that the Democrats will probably control both national houses starting in early 2021.



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

*Blue
Wave*

Illustration by
Mark Wessel