



Guild President Joanne Waddell and Director of Labor Studies at Trade Tech, Kathleen Yasuda, marched with labor leader and civil rights activist Dolores Huerta in the Kingdom Day Parade on Dr. Martin Luther King, Jr. Day.

Contract Overwhelmingly Ratified!

98% of Voting Members Say 'Yes!'

Negotiations for the 2017-2020 Collective Bargaining Agreement have been concluded and the new contract has been ratified. The agreement was passed by 98% of voting members.

To see the deletions and additions in the articles that were opened, go to the Guild website at www.aft1521.org

- Article 8: AFT Rights
- Article 9: Work Environment
- Article 10: Calendar
- Article 16: Adjunct Rate Assignments, Retention and Seniority
- Article 24: Personnel Files
- Article 27: Master Benefits Article
- Article 29: Salary

Latest Union Attack

Supreme Court to Hear Janus v. AFSCME in February

By Oren Peleg

A case that has made its way to the Supreme Court has public unions on the brink of losing vital agency fees. Mark Janus, an Illinois Department of Healthcare and Family Services employee, is suing his union, AFSCME, arguing on first amendment grounds that he shouldn't have to pay agency fees. The National Right to Work Legal Foundation will be representing him in the case, Janus v. AFSCME.

Past attempts by right-wing legal groups to abolish agency fees have been stymied thanks to a 41-year-old Supreme Court precedent reached in *Abood v. Detroit Board of Education*, which allowed public sector unions to collect fair share fees. Unions had a close call in 2016 when *Friedrichs vs. California Teachers Association*, a similar labor rights case, reached a 4-4 split decision following the unexpected death of Justice Antonin Scalia. The deadlock affirmed a lower court ruling that upheld the precedent set in the *Abood* case.

"The right-wing, 'right to work' ideologues have had 40 years to prepare for this moment," Joanne Waddell, Local 1521 President, said.

Most believe the bench's addition of Trump appointee Justice Neil Gorsuch, who was confirmed last year to fill the

Continued on page 3

Coming Up at DHLI: Immigration, Wage Theft

By Oren Peleg

Lunched in 2007, the Dolores Huerta Labor Institute (DHLI) collaborates with LACCD faculty and outside experts to run initiatives that educate LACCD students, faculty and staff on topics such as labor rights, career advancement opportunities, and civic engagement.

Jenny Galvez, DHLI's co-director, is currently creating an exciting slate of programming for LACCD students this coming semester. She's working closely with Los Angeles Trade Tech's library to stage "Undocumented Stories: A Multimedia Exhibit," which the UCLA Labor Center previously hosted. The exhibit, to be held throughout February, showcases photographs and oral histories of the undocumented immigrant experience.

"It puts a face to the stories we often hear about undocumented students on our campus, and we have a good number of them in our district," Galvez said.

According to Galvez, LACCD's large undocumented student population includes many from mixed immigration status families. The Institute will be hosting a Family Preparedness workshop at Los Angeles Harbor College sometime in April in partnership with Bet Tzedek, a non-profit that provides free legal services to low-income individuals.

Continued on page 2

President's Message



Guild President
Joanne Waddell

More or less. Those are the choices Faculty Guild members will have to make in the next three to six months. Will there be more members in our union? Will there be more students on our campuses?

More Guild members: We have three to six months before the Janus case will be decided by the Supreme Court. Its decision would reduce our resources and effectiveness by allowing nonmembers to receive benefits and services provided by the Guild without paying their fair share.

What can you do? Work with your Chapter President to sign up every adjunct and full-timer in your

department/division. And then work to engage those you sign up to ensure that they remain in the Guild ranks. If there are no new members to sign up in your department, help distribute "dual signature" cards for current members to recommit to the union.

More students on our campuses: The administration has failed in its task of enrollment management. And faculty are bearing the brunt of those bad decisions with loss of work. There were 12% fewer sections in winter and 3% fewer sections in fall. Cuts for spring have just begun.

What can you do? In December

2017, each college president turned in a plan for 2018-19 enrollment growth to the Board of Trustees. Guild chapter presidents will be holding their college presidents accountable for the success of their plans in monthly or semi-monthly consultations. Join your Chapter President at your monthly campus chapter meeting for updates. We cannot afford any more enrollment decline; continuing decline will permanently result in less funding from the state.

We are counting on you to join us in our campaign to increase membership and meet enrollment growth targets?

In unity,
Joanne

Coming up at DHLI

(Continued from page 1)

Bet Tzedek lawyers, such as Leslie Diaz, will be reviewing cases and helping students better understand immigration laws so they can make informed decisions about matters such as complex deportation cases.

"We feel it's important to present these workshops to give people an overview of the different legal options for caregivers," Diaz said. "In the event of a parent's deportation, we help draft paperwork so that minors can have

someone who can still enroll them in school and authorize school-related medical needs, such as vaccinations."

Galvez hopes to hold several Family Preparedness workshops on LACCD campuses.

The Institute already hosts regular collective bargaining workshops that inform students about the work unions do in contract negotiations.

DHLI already hosts regular collective bargaining workshops that inform students about the work unions do in contract negotiations, and it is

planning a special added event to coincide with Cesar Chavez Day at the end of March.

East Los Angeles College's South Gate campus will host a night with Daniel Chavez, who spent time as a child migrant worker with Cesar Chavez and worked for the United Farm Workers (UFW).

Galvez said DHLI is looking to partner with the UCLA Labor Center to host discussions on wage theft practices sometime around May Day.

For more info, visit www.laccd.edu/dhli.

Motions of Executive Board Meeting November 21, 2017

Considered a motion from the floor to approve the Guild election timeline
Approved the Guild election timeline

Motions of Executive Board Meeting December 12, 2017

Approved the recommendation that members vote "yes" to ratify the 2017-2020 CBA (including the MBA)

Endorsed Susan Rubio for State Senate District 22

Approved a \$300 contribution to the Korean Resource Center

That the Executive Board of AFT 1521 finds, declares, and resolves that we have no further confidence in the ability of Grace Chee to effectively serve as treasurer for the local

Approved the Fiscal Policy Task Force on Guild Finances recommendations (posted on the website)

Approved the 2018 Guild Election Code and Procedures

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The newsletter of the
**LA College
Faculty Guild**

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JLMBC Update

By Bill Elarton-Selig

AFT 1521 Executive VP & Chair of the JLMBC

The JLMBC is pleased to report good news on two key issues that concern many Faculty Guild members: adjunct medical coverage and restored HRA benefits. This month's column outlines the significant improvements on both fronts negotiated for Faculty Guild members.

After years of stagnation Adjunct Medical Coverage has started to move in the right direction.

We did not get everything we wanted but we did make major headway. Below are the improvements to adjunct health care that we won in our new contract!!!

- Increase in the District Contribution for Adjuncts: For plan years 2018, 2019 and 2020, the District's monthly contribution will be an amount equal to 50% of the mathematical average of the single-party monthly premium of the five most utilized medical plans for the Los Angeles area offered by CalPERS (excluding the PERSCare PPO) plus \$50 dollars per month in plan year 2018, \$60 dollars per month in plan year 2019, and \$70 dollars per month in plan year 2020.

- New Stability Language: For plan years 2018, 2019, and 2020, when an adjunct faculty member gains eligibility and buys into a POP plan, that year's medical premium district payment will be maintained for the remainder of that plan year regardless of any subsequent loss of eligibility. In the event that the adjunct faculty member has an insufficient salary warrant to cover the employee portion of the premium costs, the employee shall pay the District the remaining premium amount including a 2% administrative fee to continue to participate in the POP plan. Failure by the faculty member to pay any of the monthly premiums will result in loss of eligibility and coverage.

- Education Code 7000: Known as AB 528, the law allows adjuncts who retire from a district to have the right to buy into the same medical plans available to active members. An explanation and process language regarding the provision has been added to the contract.

Guild Elections Taking Place this Spring

The Faculty Guild is holding its biannual election for districtwide officers (President, Executive Vice President, Secretary, and Treasurer), Chapter Presidents and Executive Board delegates to serve for a two-year period from June 1, 2018 through May 31, 2020.

A candidate declaration form and the election timeline has been mailed to faculty's home addresses. If you have not received one, contact the Guild Office immediately. If you wish to run for office, submit the declaration form with your name, the office you wish to run for, and your signature to the Faculty Guild office by February 16th. You may bring it in person, send it via U.S. mail, scan and email your signed declaration form to election2018@aft1521.org, fax it to (323) 851-0443, or send it by courier mail. Candidates must be members of the Faculty Guild prior to filing. To join, contact the Guild office to be sent a membership card.

Ballots will be mailed to members' homes on April 9th and are due back to the American Arbitration Association by April 30th at midnight. Results will be announced on May 2nd. If a run-off election is needed, it will be held between May 7th and May 29th.

The HRA is back!!!

LACCD has resumed contributions of \$1,500 annually (2018, 2019, 2020) toward health care expenses for each benefited employee who is enrolled in a CalPERS medical plan. (2018 funds are in place and you can use the funds now.)

To be eligible for the HRA, you must:

- Be an active employee
- Have been hired and enrolled in a CalPERS medical plan on or before March 1, 2018

Any unused HRA funds will remain in your account and can be utilized for future expenses.

NOTE: HRA funds must be used before the Health Care FSA can be used, so it is very important that you carefully determine the amount that you should withhold from your salary to contribute to your Health Care FSA to avoid forfeiting any of your FSA contributions.

However, the dependent care FSA is not linked to the HRA. Therefore, you may be reimbursed for dependent care expenses at any time during the calendar year for which you have enrolled.

Please remember that to be reimbursed for eligible health care expenses, even when using the HRA credit card, you may be required to complete and sign a claim form and submit it along with an explanation of benefits (EOB) or a detailed receipt as proof of services rendered.

Claims are reimbursed based on the dates of services following the date you are enrolled in the plan. You may submit claims at any time during the current plan year. You also have until March 31 of the following year to submit eligible expenses incurred during the previous plan year.

Our 3rd party program administrator, previously ADP, is now Wage Works. You can manage your account online at <https://myspendingaccount.wageworks.com>. If you have a valid HRA credit card and it has not expired that card should still function. If your card is expired and or you no longer have one, you can request a new card at the aforementioned website.

Janus v. AFSCME (Continued from page 1)

seat vacated by Scalia, could tip the balance toward an anti-labor ruling.

Rusty Hicks, President of the Los Angeles County Federation of Labor, AFL-CIO, acknowledges the high stakes in Janus. "This case is a direct attack on working people and the middle class by striking at their freedom to come together to form strong unions," he said. "Without unions, working people will lose their ability to have a unified voice on the job and seat at the table. Our collective effort to defend workers' rights will continue to stand tall even in the chance of an unfavorable ruling."

Waddell is concerned that some faculty will take advantage of the Guild's collective bargaining efforts without paying their fair share. "The strength of a union is based in its membership, but the other critical part is an engaged membership. That's what gives the union its power and helps us successfully negotiate. The Faculty Guild remains focused on strengthening its membership to be sure our voices are heard loud and clear," she said.

Janus v. AFSCME will be heard before the Supreme Court on February 26.

Adjuncts Made Great Strides in Article 16 of the 2017-2020 Bargaining Agreement!

By Kathy Holland & Ken Taira
AFIC Co-chairs

The best of the new advancements for adjuncts in the new bargaining agreement include the following:

1. We will now get an additional step on the salary schedule for years of service in the District. Roughly 50% of adjuncts who have worked for more than nine years in the LACCD will be moved to Step 10 in 2018. That's a 3% increase in our salaries, in addition to the 2% guaranteed increase that all faculty will receive. We should see that increase on our paychecks soon—and yes, it is retroactive to July 1, 2017.

2. The Joint Labor Management Benefits Committee (JLMBC) has negotiated with the District for an extra \$50 per month towards the premium costs of medical plans offered to adjuncts. Our Guild's goal is to continue working with the District to increase its contributions. Although we are not yet at 100%, we are moving in the right direction.

3. New language in Article 16 will make it easier for seniority-listed adjuncts to get a second class. Our Guild successfully addressed the goals of SB 1379, legislation that requires districts to negotiate re-employment rights for adjuncts. After making assignments using the seniority list(s), department chairs will be expected to offer additional assignments first to those adjuncts on the seniority list before offers are made to faculty not on a seniority list and full-timers on the list. (Full-timers can still teach hourly assignments.) However, funding and enrollment will still dictate the number of sections available for adjuncts to teach.

The Adjunct Faculty Issues Committee (AFIC) thanks the negotiating team members, led by Louise Barbato, for their hard work. We also want to thank all of the adjuncts who participated in the surveys sent out by the negotiating team—your responses were heard and taken seriously. Your membership counts!

EDD Ombudsperson Report

By Grace Chee

Unemployment & Salary Tip

Reporting salaries correctly, i.e. understanding your paychecks, is one of the most challenging aspects of EDD paperwork for most adjunct faculty. If you taught fall semester, you will receive a January paycheck, even if you are not teaching in January. That is because there is a lag between when we work and when we are paid. LACCD used to be on a 20-week semester schedule, even though most faculty work 16-weeks condensed. As a result, adjunct faculty receive five paychecks for the standard four-month semester. In order to maximize your EDD benefits, consider the following tip:

On the continuing claim form, how do I answer question #6, "Did you work or earn any money, WHETHER YOU WERE PAID OR NOT?"

A: "No!" unless you are working in another capacity. As adjunct faculty, we receive no additional pay from the LACCD once our assignment ends in mid-December or early June. There is a lag between when we work and when we receive our paycheck.

When forms are completed correctly, assuming the maximum benefit allowed, you could earn up to \$450/week in benefits. Keep in mind that there are penalties for underreporting wages. See the Unemployment Benefits Information tab under "Adjunct Faculty" at www.aft1521.org for more EDD tips, including the salary calculator.

Grace Chee,
EDD Ombudsperson

Gov. Brown's Budget Funds 'College Promise'

Guild Wary of Proposal for Online College

Governor Jerry Brown's announced state budget plan includes two key funding proposals that could shape the future of California's community colleges.

AB 19, providing first-year students free community college, was signed into law by Gov. Brown late last year, and is slated to receive \$46 million in state funds.

"We're very happy that AB 19 passed and has been funded," said AFT 1521 president Joanne Waddell.

Assemblymember Miguel Santiago, the author of AB 19 and a familiar face to AFT 1521 members from his years serving as a Guild-endorsed LACCD trustee, believes that making good on the "California College Promise" will have wide reaching benefits. "Community college changed my life," he stated in a press release. "It

gave me choices and opportunities and it opened doors. I know that free community college will change the lives of all Californians."

A second initiative, Governor Brown's \$120 million funding plan establishing the state's first fully online public community college, drew a little less enthusiasm from Guild leadership. The State's Legislative Analyst's Office noted that the proposed online community college's governance structure, program offerings, and its relationship to existing online community college programs will have to be considered.

"California does not need a fully-online college. We have one," says Guild President Joanne Waddell. "The State Chancellor's Online Education Initiative currently allows students from anywhere in California to take classes at any California community college. The program is 100% online, including counseling and tutorial services. Further, it appears that the initiative uses lesson plans created by private instructional designers, not faculty. CFT believes that this \$120 million could be better used by hiring more faculty and staff, both documented to increase retention and student success."