



TASK FORCE  
TO ACCJC:  
TIME FOR A  
CHANGE

FACULTY  
GUILD  
RETREAT  
2015



September 2015

www.AFT1521.org

## Benefits and Retirement Conference

Be there on October 16

By Michael Messina

**T**he Health Benefits and Retirement Conference on October 16 at the JW Marriott in downtown L.A. will be a time to look to the future. Planning for retirement often gets pushed back on the schedule for many people, and this conference is a chance for faculty to make sure they're prepared.

All AFT 1521 faculty are welcome to attend the event, which will offer many resources and presenters, including financial professionals. Information will be provided on the California State Teachers Retirement System (CalSTRS) as well as Medicare and retiree health benefits.

Paulina Palomino, Chair of the Joint Labor Management Benefits Committee (JLMBC), said this will be a valuable conference. "We'll have quite a few workshops that will benefit our faculty," Palomino said. "It's incredibly important for us to start planning our future now. I think we have a tendency to wait until we're close to retirement to figure out what to do. And that can be too late."

The LACCD Health Benefits unit will be on hand along with other health resource tables, such as Kaiser, and all will be available to answer questions.

"We're inviting people from all over the District to participate," Palomino said. The Guild is expecting hundreds of guests, as this event has drawn large crowds in the past. Be sure to RSVP on the Guild website.

## Membership Drive Blazing Along

**S**ince AFT 1521 started its latest membership drive, the response has been overwhelmingly positive. The initial goal for signups has already been met with 415 new members as of Sept. 10, with three weeks still to go.

The "Faculty Guild Rising – Building Guild Power Campaign" is a 'fee payer-to-member' action that is aiming to strengthen the union with more full, voting members. There is a lawsuit before the Supreme Court that intends to strip away the agency fee.

As the campaign continues, members can look forward to more ways to participate and show agency fee payers the benefits of signing a card and joining AFT 1521.

## Labor Day Solidarity Parade



Members of the Faculty Guild made it out to the annual Labor Day Solidarity Parade in Wilmington. The Guild was joined by Mike Fong and Andra Hoffman, both LAACD Board of Trustee members, to celebrate the role of labor.

## Get the Job!

**W**hen Guild leaders found out that the District was planning to hire over 150 new full-time faculty for fall 2015, they organized workshops during spring semester to help prepare adjuncts for the application and interview process. Several hundred adjuncts attended sessions at City, Trade, Valley, and West.

Maria Zamudio, a former adjunct at Valley College, was among many who expressed their appreciation. "I am thankful to everyone who made these great 'Get the Job' workshops possible," she said. "The workshop helped prepare me for the interview process through mock interviews with colleagues who gave me constructive criticism. The practice encouraged me to think about my philosophy of education, teaching, and professional growth, and how to create student success in the classroom."

Besides having this useful preparation,

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# Task Force to ACCJC: Time for a Change

The California Community College Chancellor's Office has, with the recent release of its task force report on accreditation, affirmed the view that the Accrediting Commission for Community Junior Colleges has been grossly off balance and overreaching in their duties. It concludes with a recommendation to replace the ACCJC with a new accreditor. This report, coupled with recent legislation calling for improvements to the accrediting process, indicate some changes could be on the horizon.

Some of the highlights from the report, compiled by a number of community college leaders, trustees, and other experts, indicate heavy handedness and a lack of trust for the ACCJC. It cited an "inordinately high" level of

imposed sanctions and that the institutions of the California Community College system have "lost confidence in the ACCJC."

"More people are aware of the problematic nature of the agency, and the specific recommendation that the agency be replaced as accreditor in California underscores the urgency of the matter," said AFT 1521 President Joanne Waddell, who was a member of the task force. "We hope this report helps legislators and policymakers to take appropriate steps."

The report goes hand in hand with legislation submitted by Assemblyman Phil Ting – AB 1397 – which would require that the Commission's meetings be held publicly, establish standards to ensure objectivity, and allow colleges to appeal sanctions. The bill is currently on the Senate floor.

## GET THE JOB! (Continued from Front)

adjuncts in the LACCD had another advantage – years ago the Guild negotiated a provision in the contract that two qualified adjunct applicants on a seniority list in that discipline in the District must be invited to interview.

Full-time hires are still being processed, but results so far show that LACCD colleges are hiring "our own" in great numbers – adjuncts who were teaching at that particular college or at other colleges in the District. At City – 10 out of 21; at East – 17 out of 22; at Harbor – six out of seven; at Mission – five out of 11; at Pierce – 13 out of 29; at Southwest – seven out of nine; at Trade – 11 out of 17; at Valley – 17 out of 24; at West – five out of 15.

"I want to thank the Los Angeles College Faculty Guild and everyone who took time from their busy schedules to make the workshops possible," Zamudio said. "I was amazed by this group of professionals who have shown dedication and enthusiasm for what they do in education. I personally benefited a great deal from them – I got the job!"

## Motions passed at the July 21, 2015 Executive Board meeting

- Accepted the Guild's Adjunct Salary Allocation Task Force recommendations and agreed that the minutes should reflect the discussion on the recommendations
- Agreed that the Guild will ask the District to apply 3.2% to Equity Differential 1
- Approved an MOU to include Teamsters 911 in the Master Benefits Agreement, including full participation in the JLMBC



**Faculty Guild Retreat 2015** – A lot of ground was covered at the annual AFT 1521 leadership retreat on Aug. 18 at the Sheraton Universal Hotel. Guest speakers included Los Angeles Community College District Chancellor Francisco Rodriguez, CFT Secretary-Treasurer Jeff Freitas, and former CFT President and Guild member Marty Hittelman. In wide ranging comments followed by questions from members, Chancellor Rodriguez described the District as "nine jewels in a crown" and touched upon the role of technology as a resource in attracting students, the increase in faculty hires, and next year's visit by the ACCJC. Secretary-Treasurer Freitas talked about opportunities to better fund public education, threats from lawsuits such as Friedrichs v CTA, and the importance of the Guild's membership campaign. Former CFT President Hittelman didn't mince words in his presentation on the ACCJC, which has come under fire in recent years for its arbitrary, unfair, and illegal accrediting practices. The event was followed by the August Executive Board meeting, which included presentations from Los Angeles County Federation of Labor, AFL-CIO Executive Secretary-Treasurer Rusty Hicks and Co-president of the Palomar Faculty Federation Local 6161, Shannon Lienhart, who showed a clip from ThinkInc., a film her local is producing on the corporatization of education.



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The newsletter of the  
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Faculty Guild**

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