



LOS ANGELES COLLEGE FACULTY GUILD

MEET NEW GUILD LEADERS

VISION HEALTH BENEFITS PLAN TO SEE IMPROVEMENTS

REPRESENTING FACULTY AT THE NINE LOS ANGELES COMMUNITY COLLEGES

REAL NEWS

August 2018

www.AFT1521.org



Guild members (l. to r.) Ayesha Randall (Trade Tech), Sandra Lee (SW), and Natalie Nagthall (SW, West) at the Board protest.

Guild Protests Board of Trustees Appointment

Dozens of LACCD faculty and staff, joined by members of the community, packed the downtown Educational Services Center on July 11th to protest the Board of Trustees' appointment of David Vela to replace trustee Sydney Kamlager-Dove, who was elected to the State Assembly.

For over an hour, speakers addressed the Board, expressing anger and disappointment at the Board's decision in June. Many noted that they "had nothing against Mr. Vela" but were upset that the trustees passed over highly qualified African-American women, educators, and community activists. Faculty, staff, and community members, including a skid row activist and a social worker, voiced their dissatisfaction that the seven-member Board now has only one woman and no African-Americans.

"I'm an African-American faculty member and I don't see anyone like me up there," said Sandra Lee, AFT Chapter President at Southwest College. "What's going on right now in this district is unprecedented. I've never seen a situation where the African-American community and our voice and our seat at the table has been so blatantly and arrogantly and boldly disrespected and dismissed."

Trade Tech faculty member Ayesha Randall agreed. "With one vote, you've alienated the African-American community and the role of women." Ruby Christian-Brougham, LAVC Chapter President, asked why there are no African-American college presidents at any of the nine colleges, a situation noted by other speakers as well.

For weeks last spring, the Guild's Committee on Political Education (COPE) interviewed 24 interested candidates to fill the vacancy left by the departure of Kamlager-Dove, the board's only African-American member. After consideration of their experience and knowledge of LACCD colleges and the communities they serve, the Guild recommended several well-qualified candidates, including African-American women with decades of experience advocating for students and public education.

Its first choice was Dr. Melina Abdullah, according to Natalina Monteiro, Guild Political Director. "She's African-American, a professor of pan African studies at Cal State, a co-founder of Black Lives Matter here in Los Angeles, and is very active in the community," said Monteiro. "Vela was the least qualified candidate put forward. The Board's decision was clearly an example of cronyism. We are not going to forget this."

Although nearly every speaker (including faculty, staff, students, community activists, politicians, and even religious leaders) who addressed the Trustees at their June meeting spoke overwhelmingly in support of Dr. Abdullah, the board members appointed Vela, who had previously tried and failed to win public

Continued on page 4

Membership Meeting

About 100 faculty attended the Guild's Annual Membership meeting at Trade Tech on June 1st. The day's theme - "Faculty Strong!" - was reflected in the year-end reports from districtwide officers, chapter presidents, and our chief negotiator. Retirees and newly-tenured faculty were honored and newly elected officers and campus teams were introduced.

Assemblymember Miguel Santiago discussed his legislation that gives first-time full-time community college students free tuition for one year and his efforts to extend it so that the second year would also be free. The Guild's Government Relations Director John McDowell and Mark Mc-



Assemblymember Miguel Santiago, AD 53

Donald of the McCallum Group gave an update on the state budget. District Academic Senate President Angela Echeverri explained the impact of AB 705. Attorney Glenn Rothner discussed the potential effects of the *Janus v AFSCME* decision. Trustee Steve Veres noted the challenges the District is facing in the years ahead.

President's Message



Guild President
Joanne Waddell

Welcome to the 2018-2019 School Year

E Board Delegates, Officers, AFIC representatives, Grievance Representatives, and Professional Staff:

Welcome back to what will certainly be one of the most exciting years we have experienced!

We have a new state budget allocation model – the Student-Centered Funding Formula – in which funding comes from “buckets” of FTES and Supplemental and Success (and needs our own dictionary), with AB 705 tied to Guided Pathways and Student Equity and Achievement Allocation.

We are told that each of those programs requires a change in the way we offer instruction and wrap our programs...or do they?

Of course, there is no bigger change in our world than *Janus v. AFSCME*. While we will focus more on member-to-member communication, be assured that we will fiercely move forward to achieve our goals! At the top of the list of goals is securing 85% membership from those we represent.

We know that collectively we achieve more than any of us could as individuals. Join me as we go ALL IN to do what it takes to reach our goals in organizing, bargaining, politics, and labor and community alliances.

No one backs down. No one backs out. We start today!

“I’m sticking to the union!”

Joanne Waddell, President

Los Angeles College Faculty Guild

AFT, Local 1521

**We’re all in for students,
community, public education!**



AFT 1521 attendees at the AFT Convention [l. to r., Sequare Daniel-Berhe, Grace Chee, Stephanie White and her husband, and Joanne Waddell] joined nearly 1,000 convention delegates, public service employees, and community allies in downtown Pittsburgh on July 14th to demand equitable funding for public schools.

Watch for your Contract!

Hard copies of our 2017-2020 Collective Bargaining Agreements were sent the second week of August via U.S. mail to the home addresses of all Guild members. If you are a Guild member and have not received yours yet, contact the Guild Office by emailing rgonzalez@aft1521.org or calling Reyna Gonzalez (323) 851-1521. Be sure to provide your name and home mailing address.

If you’re a nonmember, you can arrange to receive a hard copy by contacting your campus chapter president. Visit www.aft1521.org and click on College Chapters to find contact information for your campus chapter.

All faculty have access to the contract online: www.aft1521.org.

Motions Passed at the May 15, 2018 Executive Board Meeting

Accepted the COPE report

Pulled the endorsement of State Senate candidate Susan Rubio

Adopted the June 2018-May 2019 Executive Council and Executive Board meeting schedule

Approved an MOU correcting the Equity 1 formula to conform with negotiated language (to be put in place before the end of the month)

Approved the Guild Budget, Version 10

Approved a contribution to purchase a table (approximately \$5000) to support a fundraiser for undocumented LACCD students



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

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Meet New Guild Leaders

AFT 1521 is excited to welcome some fresh faces in Guild leadership positions as we kick off the 2018-2019 academic year. These new leaders were elected to their positions this Spring and will serve through the Spring of 2020. This is part of a series introducing some of the Guild's new leaders.



Mindy Chen
Recording Secretary

Guild Recording Secretary Mindy Chen's path to union leadership began in college, when she took a class with Marshall Ganz, a renowned union organizer and a senior lecturer in public policy at the Kennedy School of Government at Harvard, where she did her undergraduate work in Anthropology. "Senior year changed my life," she recalls.

While Chen continued her education, receiving an MA from the University of Pennsylvania and a PhD from the UCLA Luskin School of Public Affairs, she shifted her focus to public policy and labor and wrote her doctoral dissertation on union organizing strategies.

Doing union work is her way of putting what she's learned into practice. "I've been studying labor education since I was 21 – I thought it was time to put what I know into practice," she says. Her first job after college was with SEIU – working in L.A., Orange County, Oakland, and San Francisco. She is currently the Director of the Dolores Huerta Labor Institute at Trade Tech. Among the courses she teaches in the college's Labor Studies program are Labor in America, Union Leadership Skills, and The Working Class and Cinema.

"I'd like to encourage new leaders to get involved in the Guild and create ways to get people meaningfully involved and excited about the union."



Vilma Bernal
Chapter President
Mission College

Vilma Bernal, Mission College's newly-elected chapter president, has always believed in the union's cause. "I've always believed in what the union stands for and what it's done in working for the rights of employees," she says. "So, when former chapter president Louise Barbato retired, she stepped up to seize the opportunity to serve.

Bernal began as an adjunct in the Business and Law Department at Mission in 2001 and was hired full-time in 2002. "I was one of the lucky ones," she says. Two years ago, she became department chair but still teaches one class. Five years ago, she took on the role of college Grievance Rep.

Serving on the most recent negotiating team was, she says, "a reality check about what really goes on and how the District and management function and where they stand."

What Bernal hopes to do at Mission is to build collegiality and strengthen the voice of the union. "I would like to educate our members about our new contract and make sure that management adheres to the provisions of the CBA," she says.



Brian Walsh
Chapter President
Pierce College

A self-described 'recovering hipster,' Brian Walsh has taught in Pierce's history department for the past 10 years as a full-time faculty member. Before that he served as an adjunct for four years at Pierce, East, and Valley and also subbed at Southwest.

He's gained valuable perspective on Pierce's issues by having served as the college's grievance rep for the past four years. "We've had some long-standing issues on campus related to our work environment and technology issues," he said. "While there have been improvements, we've suffered because of the length of time it's taken to get buildings renovated and construct new ones. Conditions have deteriorated while we've waited, and in the meantime, we have to live here."

As chapter president, he intends to make sure the District follows through on its commitments and ensure that faculty have a seat at the table." He also intends to keep an eye on the budget and enrollment management.

Walsh is dedicated to keeping the union strong in the face of the Janus Decision. "The Supreme Court has forced us to redefine ourselves – to re-examine how we use our leverage," he said. "This is a chance to take up the challenge and make us better."



Joe Guerrieri
Chapter President
Trade Tech

Trade Tech's new Chapter President, Joe Guerrieri, has been involved informally with the union and has had excellent role models to emulate: he's worked with folks in the Labor Center and his former department chair was the previous AFT 1521 Chapter President, Carole Anderson. He has been at LAT-TC for 11 years and is a full-time faculty member teaching digital media as part of the Design and Media Arts Pathway. He has a perspective that includes other categories of employees, having also served as classified staff and an adjunct faculty member.

Joe sees enrollment as the major hurdle his college faces. "Enrollment is counter-cyclical. When people are working more, they're less likely to come to college," he notes. "But I want to ensure that faculty don't carry the burden – enrollment decline is not our fault."

While recognizing the uncertainty unions face because of Janus, Joe plans to focus on organizing faculty on his campus to feel invested in the Guild and to get more involved. "My predecessor was good at that," he says.

"I'm really excited for this opportunity. I love Trade and I love the Guild. We're going to hold strong."

AFT 1521 Conference “Steps to a Secure Financial Future: Benefits 101”

Save the Date! Friday, September 14th at the Sheraton Universal Hotel in Universal City

Whether you're newly hired, retired or somewhere in between, this day is for you – full-time and part-time LACCD faculty who are AFT 1521 members. Come learn about our union- negotiated healthcare options and how retirement benefits are calculated so you can best plan for your financial future. Representatives from LACCD health benefits, CalSTRS, Social Security and others will be conducting workshops throughout the day.

This day is open only to AFT 1521 members - if you are not sure if you are an AFT 1521 union member or would like to sign a membership card to become a member, please contact Reyna Gonzalez at (323) 851-1521.

We look forward to seeing you on September 14th from 7:30 am - 2:30 pm at the Sheraton Universal.

Go to www.aft1521.org to RSVP.

LACCD's Vision Health Benefits Plan to See Improvements Beginning January 2019

By William Elarton-Selig, AFT 1521 Executive VP & Chair of the JLMBC

The Los Angeles Community College District's current Vision Health Benefits Plan, administered through Vision Service Plan (VSP), has come up for review. The Joint Labor Management Benefits Committee (JLMBC), in coordination with the Arthur J. Gallagher & Company Insurance Brokers of California, Inc., conducted a thorough review of the current plan, resulting in replacement of the current plan with an improved vision plan being authorized for the policy period January 1, 2019 to June 30, 2023.

How will it affect you? These are the benefit changes:

- 1) Polycarbonate lenses will be fully covered.
- 2) Office co-pay changes from \$10 to \$0.
- 3) Frame and contact lens allowance increases from \$150 to \$200.
- 4) Network access will improve with new value network.

Board Protest

Continued from page 1

election to the board. “More than 20 speakers expressed overwhelming support for Dr. Abdullah's appointment, so we all were disheartened that the board so blatantly ignored the importance of gender diversity, equity, inclusion, and qualifications in appointing a replacement for Sydney Kamlager-Dove,” said Guild President Joanne Waddell. “By ignoring the Guild's recommendations, in one vote they disrespected labor, women, and the African-American community.”

“You can't out-mobilize us – you will have to deal with us every single day,” Dr. Abdullah said at the July Board protest. “This is an erasure of black representation. Karma will visit you and so will we.”

The protests have garnered national attention, with articles appearing in the Los Angeles Times and the Chronicle of Higher Education.

Scholarships



Winners of 11 student scholarships were joined by family members and campus ambassadors at a ceremony at the Guild office this summer. The awards are funded by the Guild's allocation to Good & Welfare and by foundation contributions and endowed scholarships established by former Guild activists.

Adjunct Faculty News

Welcome back to the Fall semester. We hope you had a great summer break. The Adjunct Faculty Issues Committee (AFIC) has been busy updating the Adjunct Survival Guide to include new contractual language. If you have not received the new contract, which was mailed to your home address, call the Guild Office at 323-851-1521 and ask for Robert or Reyna. Electronic copies of the contract can be found at www.aft1521.org.

To download the updated Adjunct Survival Guide visit: <https://bit.ly/2MwUFQV>

Health Benefits and Open Enrollment

Open enrollment for adjunct health benefits (medical, dental, vision, and pet care) opens on September 10 and ends on October 5th. The good news is that the District has agreed to increase their share of the premium costs. If you need to enroll, or make any changes, you will need to do so before October 5th. If you are already enrolled and do not need to make changes, then there is nothing for you to do.

Eligibility is based on your Spring 2018 assignment(s). If you are teaching at least a .33 or more of a full-time load, you qualify to enroll. If you teach .5 or more, vision coverage is free, and for dental coverage the district will pay half the premium.

During the month of September, there will be health fairs at several locations throughout the district. Hopefully, you've received the JLMBC-District Newsletter booklet explaining the entire benefits package. If you did not receive one, check out the district website at: <https://bit.ly/2vMcC4D>

EDD/Unemployment

If you have questions or concerns about your unemployment benefits, please contact us:

Ken Taira at ktaira@gmail.com

Kathy Holland at kd holland2002@gmail.com

and 818-257-2383