



Members of the LACCD Labor Caucus joined Faculty Guild members at the Board of Trustees meeting on Aug. 9. Photo by Oren Peleg

## Guild, Allies Make Their Voices Heard

### Members Fill Board of Trustees Meeting

By Oren Peleg

On Wednesday, August 9, dozens of Local 1521 members, along with their brothers and sisters in AFT 1521A, SEIU 99, SEIU 721, Building and Trades, and Teamsters 911 filled the Educational Services Center Board Room in downtown Los Angeles for a public hearing with the District's Board of Trustees.

Extra chairs were brought in to accommodate the large crowd and overflow seating was provided outside the room.

Faculty Guild members showed up to support salary increases, expanded health benefits and reemployment rights for adjunct faculty, and the HRA for full-time faculty.

Prior to the public session, members of the Staff Guild donning blue union t-shirts carried picket signs and chanted

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## Progress Stalled In Contract Talks

Progress has been painfully slow in negotiations for the 2017-2020 collective bargaining agreement. "At this point, we have had to extend our current contract while we wait for the Board of Trustees to consider our proposals and give management direction on how to proceed," said Louise Barbato, Guild Chief Negotiator. Despite the Faculty Guild's willingness to meet, there were only two bargaining sessions this summer.

"Management's inability to reach across the table to solve simple problems is beginning to erode the trust and cooperation that has characterized past bargaining cycles," said Joanne Waddell, Guild President. "While there have been steps in the right direction on some issues, such as those pertaining to work environment and personnel files, the District has not made economic proposals that our faculty will be willing to accept."

"LACCD faculty have generated increased revenue for the District," said Waddell. "Salary and benefit costs are taking a smaller and smaller percentage of the overall budget. "It's the District's inability to successfully manage enrollment that has caused problems. Yet management has proposed the smallest salary increase since the recession."

Negotiations for health benefits have also stalled. The two main topics being proposed to management by the Joint Labor-

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## Guild Retreat Kicks off School Year

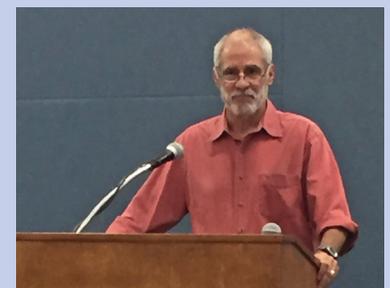
### CFT President Pechthalt, Organizers, McCallum are Highlights

On Tuesday, Aug. 15, the Los Angeles College Faculty Guild held its annual retreat, which began with the first Guild-sponsored Department Chair Summit, followed by its monthly Executive Board Meeting, at Los Angeles City College.

Guest speakers and presenters included CFT President Joshua Pechthalt, CFT member organizers Erin Connolly and Frieda Caro and Guild lobbyist Patrick McCallum.

President Pechthalt warned of the "looming crisis" resulting from the *Janus v AFSCME* lawsuit that seeks to rule as unconstitutional the long-standing practice of having union agency shops and praised the Guild's efforts with member engagement. He also noted CFT's recent settlement with the ACCJC, as well as the upcoming races for Governor and State Superintendent of Public

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CFT President Joshua Pechthalt addressed members at the AFT 1521 Retreat.

# President's Message



Guild President  
Joanne Waddell

I know that you join me in repudiating the hate speech and hate-fueled violence we witnessed in Charlottesville this month. Add to that the antagonistic verbal jousting and digital bullying we have endured for the past two years, and I know that, as educators, you know how important it is to get our message out and make our voices heard.

That may be soon become more difficult. In Spring 2018, *Janus v AFSCME*, a case now before the Supreme Court, will be decided. It could eliminate the requirement for non-Guild members ("fee payers") to contribute fair share fees to unions, while allowing them all the benefits of representation, including the raises and better working conditions that dues-paying union members negotiate. The right-to-work ideologues have worked for three decades to get to this moment – to begin

to silence the voices of working people standing together through their unions.

Next month, the Faculty Guild Executive Board will approve its goals for 2017-18. The goals include organizing non-members, maintaining/increasing an informed and engaged membership, conducting negotiations, engaging in politics, and promoting connections with community partners. How will the loss of fair share fees affect our efforts to achieve our goals? Let's not find out.

Let's work together on our campuses to explain the importance of the Faculty Guild, sign up new hires and current fee-payers, and engage faculty who are already members. Each of us can spread the word about what the union does – our sanctuary campaign ("know your rights" workshops, Dream Centers on every campus), our advocacy efforts (SB 1379 and Prop 55), our campaign for a fair contract and an improved health

benefits package, our student scholarship awards, and our partnerships with community groups.

Before you leave campus for the day, make sure that you have connected with your fellow faculty and reminded them of the value of standing strong to enforce the contract, safeguard our benefits, and improve our working conditions.

Not all locals will survive the fallout from the *Janus v. ASFCME* decision. Those that do will do so because they organize, serve, and engage their members.

We are counting on you.

In unity,  
Joanne

## Motions Passed at the Executive Board

May 16, 2017

- Approved a \$2500 contribution to Trustee Andra Hoffman for her next campaign
- Approved the AFT 1521 Executive Committee and Executive Board meeting date calendar
- Approved the Duties of Officers & Executive Board members with edits
- Approved the 2017-18 Faculty Guild budget
- Approved \$2,500 to the County Fed for May Day activities
- Approved \$1500 for the Women's March L.A. Foundation
- Agreed that the President of the Guild is the only officer authorized to have a Guild credit card

## Motions Approved at the Executive Board

July 18, 2017

- Approved the minutes of May 16, 2017 with one change on the approval of officer duties
- Accepted the COPE report's proposals to interview candidates for AD 51, that each campus 'adopt' two trustees and two state legislators to meet with at least once a semester and invite them to campus at least once a year, to support AB 17 (a transit pass bill), and to double COPE donations from each campus

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The newsletter of the  
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Faculty Guild**

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Read On is produced by Senders Communications Group.  
For more information, call 818-884-8966 or visit [www.sendersgroup.com](http://www.sendersgroup.com)



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# CFT, ACCJC Reach Agreement

## Settlement is Latest Victory Against Accrediting Commission

The most recent development in a year of significant progress on the accreditation front took place in July: CFT and the Accrediting Commission for Community and Junior Colleges (ACCJC) reached a settlement of the long-running lawsuit filed by CFT in 2013 to force the ACCJC to abide by the rule of law and follow its own policies.

The move is another step toward fair accreditation practices in California's community colleges.

According to CFT, the 2013 lawsuit followed the ACCJC's reckless decision to terminate the accreditation of City College of San Francisco. The lawsuit sought an injunction to keep the college open and to force the agency to stop violating its own rules. That injunction was granted through a separate lawsuit filed by San Francisco City Attorney Dennis Herrera in San Francisco Superior

*"While encouraged by the agreement, the Faculty Guild will be watching carefully to make sure that promises made are promises kept: that the ACCJC will no longer interfere with collective bargaining, and will remove the standard regarding SLO assessments in faculty evaluations."*

*- Guild President Joanne Waddell*

Court, and in that lawsuit the ACCJC was found to have broken several laws in its decision to terminate CCSF's accreditation.

The CFT's lawsuit addressed broader concerns than Herrera's, seeking to end years of punitive, arbitrary, inconsistent and expensive actions by the Commission. The behavior brought to light by the CFT led many observers to decry the Commission's lack of transparency and "culture of fear," culminating in sharp criticism by the Chancellor's Office, the Board of Governors, the State Auditor, elected leaders in San Francisco, Sacramento, and Washington D.C., and sanctions by the U.S. Department of Education.



*In 2014, members of AFT 1521 joined others from across the state in Sacramento to protest outside a meeting held by the Accrediting Commission for Community and Junior Colleges. Pictured is 1521 President Joanne Waddell.*

"This agreement represents a sea change in the ACCJC's operations in a number of significant ways," CFT President Joshua Pechthalt said in a statement. "We believe that as a result of this settlement, fair accreditation practices will be the norm going forward."

Added Jim Mahler, president of the CFT's statewide Community College Council: "In fast-tracking these reforms, the ACCJC's leadership has indicated the seriousness with which they view the settlement and their intent to implement it. We look forward to strengthening and improving the educational opportunities for the community college system's two million students, no longer distracted by the accreditation problems of the past."

Joanne Waddell, Guild President, commented, "While encouraged by the agreement, the Faculty Guild will be watching carefully to make sure that promises made are promises kept: that the ACCJC will no longer interfere with collective bargaining, and will remove the standard regarding SLO assessments in faculty evaluations."

In addition to the settlement, this year has also seen the removal of ACCJC's controversial president Barbara Beno, full accreditation restored to City College of San Francisco, and a path established to reaccredit Compton College.

## REGISTER! Health Benefits & Retirement Conference

Ever wondered how you can save more for retirement? How your healthcare benefits work? Whether you will be subject to social security offsets? Come join us for the 2017 Health Benefits & Retirement Conference sponsored by your union, the Los Angeles College Faculty Guild. It is Friday, September 15, 2017 from 7:45 am - 2:30 pm at the Sheraton Grand Los Angeles. Register by visiting [www.aft1521.org](http://www.aft1521.org). It's free! However, we require a \$25 deposit that will be returned to you when you sign in on the day of the conference. Come join us and get important information to plan for your health benefits and financial future!

## Labor Day 2017!

Join the Faculty Guild, our brothers and sisters in the Staff Guild, and union members throughout the Los Angeles labor community on Monday, Sept. 4 at the 38th Annual Labor Day Solidarity Parade! Assembly begins at 8 a.m. for the parade at 10 a.m., followed by a delicious barbecue, live music, speakers, and more! Meet at E St. and Broad Ave. See you in Wilmington!

## GUILD RETREAT

*(Continued from page 1)*

Instruction, and ongoing efforts for commercial property tax reform.

During the E-Board meeting, Erin Connolly and Frieda Caro reported on efforts to sign up the remaining fee payers represented by the Guild.

Patrick McCallum, our advocate in Sacramento, provided an update on Assembly Bill 19 (Santiago), which would provide for one free year of community college. He also noted SB 769 (Hill), which would provide increased opportunities for baccalaureates at community colleges.

# Guild Scholarships Help Students Achieve Their Dreams

Recipients of \$1,000 AFT 1521 scholarships thanked the Guild Executive Board at its July meeting. Students spoke about their majors and their plans for higher education. Some were accompanied by their proud parents.

- City College Scholarship: Joy Vick
- East LA College Scholarship: Adriana Millan
- Harbor College Scholarship: Allison Aleman
- Mission College Scholarship: Serena Burns
- Southwest College/Bill Doyle Memorial Scholarship: Renee Brown
- Trade Technical College/Don Misumi Memorial Scholarship: Lafayette Anderson
- Valley College/Jean Trapnell and Sylvia Lubow Memorial Scholarship: Michael Luera
- West LA College Scholarship: Karina Zapata
- Hy Weintraub Scholarship: Francis-Olive Hampton (Trade) and Hector Escobar (City)



## CONTRACT TALKS

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Management Benefits Committee (JLMBC) are an increase in the District's medical premium contribution for qualifying adjunct faculty and the Health Reimbursement Account (HRA) for full-time faculty.

"The Board's refusal to discuss these health benefits issues has a direct impact on thousands of full-time and part-time faculty, who will have to make decisions in the upcoming open enrollment period," said William Elarton-Selig, Guild Executive V.P. and JLMBC Chair.

"The Board should focus on this critically important collective bargaining agreement and our JLMBC proposals," urged Waddell. "LACCD faculty have a right to expect a response that respects the value of our faculty from those who were elected to lead our district."

## TRUSTEES MEETING

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megaphones outside the District Office.

Joanne Waddell, President of Local 1521, said formal benefits negotiations began 15 months ago but still haven't produced results.

Many speakers shared personal stories of their health challenges and the challenges of keeping up with costs. With the HRAs having expired, Kathleen Yasuda, the new director of Trade Tech's Labor Center, voiced concerns to the Board about affording out of pocket medical expenses that the HRA previously covered.

"It has been a year and a half that you've been negotiating," she said. "The HRA is very

important for our family and not having it is a burden. Sometimes things come up unexpectedly."

Zack Knorr, a professor of philosophy at Valley College, urged the Board to act with a sense of urgency, with open enrollment fast approaching in September.

"There are individuals and families who have to make long term healthcare decisions on the basis of whether or not they're going to have the HRA," he said.

Waddell is disappointed that it appears that agreements will not be reached before the start of the fall semester.

"Employees deserve to have our wages, benefits, and working conditions in place by the start of the semester," she said.



Zack Knorr addressed the Board of Trustees on Aug. 9.

## 'Board of Thrones'

On August 9th, Pierce College instructor and E-Board delegate Brian Walsh addressed the LACCD Board of Trustees. This is an excerpt:

We feel the urgency in making informed choices on the best health care options for ourselves and our families. We feel the urgency for adjuncts who need more stability in an ever uncertain job market. We feel the urgency of our students not knowing if their classes will be cut at the eleventh hour, leaving them scrambling for the necessary units to continue their journey.

We feel this urgency all day, every day, but we do not see this

urgency from the Board.

We see a Board of Thrones that rolled out a flawed enrollment system that discourages access and opportunity, worsening the declining trends. We see a Board of Thrones that could not seize the opportunity in the past two years to reach out to those students left behind by shuttered for-profit schools. We see a Board of Thrones that refuses to respect us and our many requests to negotiate a new HRA.

Yours is not deliberation; yours is delay. We have a fall semester to prepare for. We have open enrollment for healthcare and yes, we have a Labor Day. Don't come down to Wilmington without a deal.