



Photo By: Ted Soqui

#WeRise!

Guild members joined their brothers and sisters in the labor movement at a rally in front of the LAC+USC Medical Center on February 26th while the Supreme Court heard arguments in the Janus v AFSCME lawsuit. Meanwhile, faculty at LACCD colleges showed their support for the Faculty Guild and the union movement.

For more photos, see page 3.

Good & Welfare Lives Up to its Name

'Face of the Guild' Committee Helps On and Off Campus

By Oren Peleg

A “It was Christmas,” Pat Allen, 86, a retired Sociology professor at Valley College and longtime Guild activist, remembers. “It was 20 years ago and I read about a union strike somewhere,” she said. “Unions were coming together to get the families’ kids some presents. I went to the Guild office and said I thought we could send a \$50 check.”

That was the start of Local 1521’s Good & Welfare Committee.

Led for the last three years by LAVC Sociology instructor Denice Labertew, an 11-year Guild member, the Good & Welfare Committee consists of seven union members. They meet regularly to consider funding requests from a variety of organizations and discuss the allocation of their \$46,000 annual budget—a far cry from that \$50 check.

“We support organizations that align with the needs and values of our student body and faculty,” Labertew said. “We have supported organizations that focus on providing

educational resources, assistance for victims of domestic violence, immigration support, and organizations that work to address the school-to-prison pipeline.”

Last year, Labertew spearheaded an effort to revamp Good & Welfare’s scholarship program, a relatively dormant initiative that granted only \$2,000 per year to low-income District students. After winning approval from the committee’s Executive Board, the elected body of Guild members that has the final say on all spending matters, the annual student scholarship fund increased to \$11,000. Starting next academic year, Good & Welfare will bestow \$1,000 scholarships to 11 students each year.

“I’m proud of a lot that we do, but if there’s one thing that we’ve accomplished that I’m most proud of it’s the increase in student scholarships,” Labertew said.

The committee regularly contributes to organizations like CARECEN, the largest Central American immigrant rights organization in the country, and Haven Hills, a domestic violence rehabilitation

Why Is the Guild Election Important?

Who protects faculty interests? Our districtwide officers, chapter presidents, and delegates! They serve on the Executive Board to represent faculty on their campuses through decisions made at E Board meetings and through their work at their colleges.

Candidate Forums are taking place through March on all LACCD campuses – several well-attended sessions have already been held. Upcoming forums are March 21st at Harbor, March 27th at Mission, and March 28th at Pierce. Information is posted on the AFT 1521 homepage.

Here's what Guild members can expect in the coming weeks:

- March 23: Candidate statements will be mailed to your home address from the Guild.
- March 23: Adjunct faculty teaching on multiple campuses need to inform the Guild office in which campus election they wish to vote.
- April 9: Ballots will be mailed to you from the American Arbitration Association.
- April 16: Last day to contact the Guild Office if you have not received a ballot.
- April 30 at midnight: Ballots must be received at the American Arbitration Association in the envelope provided.
- May 2: Results will be counted and announced.
- May 7 to May 29: Run-off election to be held, if needed.
- May 30: Run-off election results announced.



The Los Angeles County Federation of Labor's Workers' Congress on March 13th featured 1,000 union members discussing Labor's path forward while engaging in informative workshops and hearing from inspiring speakers. Pictured, from left, CFT President Joshua Pechthalt, Guild President Joanne Waddell, Government Relations rep John McDowell, AFT Michigan President David Hecker, CalSTRS Liaison Sharon Hendricks, and former Guild president/City College Grievance Rep Carl Friedlander.

Motions Passed at the January 16, 2018 Executive Board Meeting

Clarify information on the election declaration of candidacy to add as a method of submission that it can be delivered in person.

Approve support of EC 7000 Resolution as a legislative amendment

Accept a proposal to fill a new position of AFT Organizing Director

Support "The Poor People's Campaign"

Change the adjunct benefits conference to events at each college rather than one large event

Guild Scholarships Reminder!

AFT 1521, thanks to the generosity of the families of some of our long-time union activists, as well as contributions from Guild members, will be offering a number of \$1,000 scholarships again this year. Applications are due April 20th.

Encourage your students to apply! Information and applications are posted on our website, www.aft1521.org

COBRA Resolution

At its January Executive Board meeting, AFT 1521 delegates voted in favor of a resolution in support of a proposed legislative amendment to benefit retirees.

California Education Code 7000 (also known as AB 528) allows retiring college faculty and other teachers, as well as their spouses, who are enrolled in a district's health benefit plan but are not eligible for district-paid post-retirement benefits, to buy into a District's medical and dental insurance plans once they are retired under CalSTRS. This law, however, does not include those who are in COBRA. The proposed legislative amendment would give certificated employees who are not benefit-vested the right to buy into a District's medical and dental plans upon retirement if they are plan participants through COBRA at the time of their retirement.

The resolution passed by Guild delegates asks that the California Federation of Teachers sponsor legislation to amend Education Code 7000. The resolution will be taken up at CFT's Convention March 23-25 in Costa Mesa.

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The newsletter of the
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JANUS v AFSCME

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As the Supreme Court heard arguments in the *Janus v AFSCME* lawsuit on Feb. 26, faculty at LACCD colleges showed their support for the Faculty Guild and the union movement. Shown here are faculty members at Valley College.



Good & Welfare

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program. They also donate to the UCLA Labor Center and the Cesar Chavez Foundation.

Good & Welfare also remains in touch with current labor issues. Recently, the committee approved a contribution to support the families of West Virginia teachers striking for higher wages. "If other unions have needs during their critical actions, we try our best to provide support. We do what unions should do," Labertew said.

Good & Welfare also sends sympathy packages, such as flowers and cards, for Guild members' families after the death of a loved one.

Local 1521 President Joanne Waddell praised the Good & Welfare Committee as 'the face of the Guild in the community.'

"The committee has been completely revamped and is doing remarkable work," she said. "It's a very important component of what we do. Denice has made sure that many different constituencies and organizations are recognized and that the Guild supports these worthwhile organizations."

CalSTRS Update

Huge Returns, Gun Divestment

By Sharon Hendricks

Vice-Chair, CalSTRS & Guild Retirement Liaison

Even though we're already three months into the new year, I want to share some news about the strong year that CalSTRS is having.

Although our fiscal year ends in June 2018, our returns from July 1st to Dec 2017 have averaged 16.8%. CalSTRS uses an assumed rate of return of 7% so we are currently outperforming our target for the 2017-18 fiscal year. Our goal is to average 7% over 30 years. For context, we averaged 8.6% over the past 3 years, 10.4% over the past 5 years, and 5.5% over the past 10 years (this includes the extreme market drops in 2008-9). Over the past 30 years, our average return has been 8.7%. These performance numbers give us confidence that our asset allocation and investment strategies are effective.

The results of our recent Retirement Readiness Assessment are noteworthy. As of the end of last year 75% of CalSTRS retirees maintain a similar or higher standard of living in retirement. Borrowing from retirement plans while working in a CalSTRS-covered position is down, and the majority of retirees have what they state as sufficient retirement funds to ensure their long-term security.

In the wake of the Parkland school shooting tragedy, I've been fielding a lot of questions about CalSTRS investment in firearms. CalSTRS was the first pension fund in the nation to divest of makers of firearms illegal for sale and possession in California in the wake of the 2012 Sandy Hook massacre.

This wasn't easy and took some time. We have a fiduciary responsibility to our members first and foremost, but we were able to maintain that mandate while making an ethical statement that we believe is the right thing to do.

Lastly, I want to mention another topic many of you have asked about: fossil fuels. As with gun manufacturers, some have called for us to divest from fossil fuels and invest more in alternative energies. At CalSTRS, our top priority is providing long term retirement security for our retirees. Being a shareholder in companies gives us a seat at the table and allows us to engage with companies on issues that concern us. As the nation's second largest public pension fund with assets totaling approximately \$230 billion, CalSTRS has influence to affect positive change in the oil industry without sacrificing the all-important bottom line that provides your retirement benefits.

JLMBC Update: VSP Benefits Are Easy to Use

By Bill Elarton-Selig

AFT 1521 Executive VP & Chair of the JLMBC

VSP benefits are easy to use:

- Review your personalized plan details and eligibility (<https://www.vsp.com/signon.html>)
- Find a doctor who's in network and conveniently located near you. (<https://www.vsp.com/find-eye-doctors.html>)
- At your appointment, tell them you have VSP. There's no ID card required; however, if you'd like to download or print your Member Vision Card, simply log in to your account at **vsp.com** (<https://www.vsp.com/faqs/s/article/Member-ID-Number>).

That's it! When you see a VSP network doctor, you'll pay the low out-of-pocket costs and there are no claim forms to complete. Before making an appointment, be sure to review your benefits (<https://www.vsp.com/signon.html>) and see if your doctor is in the VSP network. Some plans offer out-of-network coverage. If you choose to go out of network, you can submit your claim online or by mail (<https://www.vsp.com/faqs/s/article/Submitting-an-Out-of-Network-Claim>).

Log in to Your Account or Create an Account:

You'll be able to review your plan coverage, check for services eligibility, submit claims for reimbursement, and more. (<https://www.vsp.com/log-in.html>)

Upcoming DHLI Programs:

These exciting Dolores Huerta Labor Institute programs shouldn't be missed! Tell your students!

- **Tuesday, March 27, 11 am – 2 pm at Los Angeles City College:** DHLI is collaborating with the League of Women Voters-LA to put on "Get Active" and will be facilitating an immigrants rights workshop and tabling along with 20 other community organizations. Women's March LA Foundation founder Emiliana Guerca will serve as keynote speaker and there will be free pizza!
- **Wednesday, March 28 at 12 pm in the Trade Tech Library:** Don't miss a special panel discussion on undocumented immigrant stories.
- **Through early April in the Trade Tech Library:** Catch "Undocumented Stories: A Multimedia Exhibit," a storytelling venture that sheds light on the undocumented immigrant experience.
- **Saturday, April 14, 9 am – 12 pm at Harbor College:** DHLI is partnering with Bet Tzedek, a non-profit that provides free legal assistance to low-income individuals, to host a Family Preparedness and Employment Rights workshop.
- **Friday, April 27 from 10 am – 4 pm in Pierce College's Great Hall:** DHLI will be tabling at the Immigration Celebration and Resource Fair. Be sure to stop by!

For more information or additional program details, call the DHLI at 213-763-7070.

Adjunct Faculty News

By Kathy Holland & Ken Taira, Adjunct Faculty Issues Committee co-chairs

We hope your semester is going well. Here are a few reminders:

Are you a Guild member? Not sure? Check your pay warrant – if it doesn't say "AFT Member" you're not. Members are entitled to a \$5,000 Group Term Life Insurance policy for their first year as well as discounts on goods and services from National AFT. Go to this link for a membership card and more information: [Membership Card](#)

The Adjunct Survival Guide is currently being updated to reflect the changes in our new contract. The newest version will be posted on the Guild website once the new salary schedules are finalized.

Adjunct Rep elections are to be held this spring. The responsibilities of the Adjunct Rep include attending department meetings and voting for department/division chairs. Please consider running and being involved with your department or division.

Regarding offers of assignments: Summer session assignments are offered by the end of the 6th week of the spring semester. Should you receive an offer, your response is due by the end of the 8th week. Do not delay or your offer will be given to another instructor! Fall semester offers are made by the 10th week of the spring semester and a response is due within 10 working days.

New contract language allows for additional assignments for adjuncts who are on the Seniority List. Read it carefully. Any questions should be directed to your campus chapter president or grievance rep.

Prioritization of classroom and non-classroom hourly rate assignments shall be made in the following order:

Step 1.) Use the first seniority list in order of rank.
Step 2.) Use the second class/assignment seniority list if one exists.

Step 3.) Once the first and second class seniority lists are exhausted, an additional assignment shall be given to temporary adjunct faculty who are on the first seniority list and who are not full-time LACCD employees. These additional assignments shall be offered to those on the seniority list as a pool, not necessarily in seniority order.

CTE disciplines are exempt from step 3 and should proceed to step 4.

Step 4. Consideration for any remaining assignments should be offered to all faculty on the first seniority list as a pool.

A faculty member who does not want to take a second assignment will communicate this decision in writing to her/his chair and dean.