

May Day 2017

Guild, Interns Show Solidarity During Day of Action

By Robert Fulton

Los Angeles College Faculty Guild members and interns participated in a May Day march and rally in Downtown Los Angeles on May 1, protesting the policies of President Donald Trump while celebrating working men and women around the world.

"I feel that today Los Angeles is the epicenter of resistance," said AFT 1521 President Joanne Waddell, speaking at a rally in Pershing Square. She cited recently enacted restrictions to women's reproductive, immigration and LGBTQ rights, as well as curbs to environmental regulations, tax cuts for the rich, and threats to the Affordable Care Act as reasons to resist.

Approximately 30,000 people marched from MacArthur Park to City Hall. Participants included members of labor as well as the broader progressive community.

Araksya Nordikyan, a student at Los Angeles Valley College and an active member of AFT 1521's Student Intern Program, spoke at MacArthur Park on the struggles that the undocumented community face.

"In light of President Trump's cruel, ill-intentioned and disruptive policies that attack working people, immigrants, public education, Muslims, and the LGBTQ community, we all recognize that the time to resist is now," Nordikyan said. "We are here to promote and embrace our vibrant and diverse communities and send a message to the administration that we are united and that we will resist attempts to weaken, restrain or take away our rights and freedom."



Guild members participated in a march and rally on May Day.



Los Angeles Mayor Eric Garcetti.



Rusty Hicks, Executive Secretary-Treasurer of the Los Angeles County Federation of Labor.

District Retirement Incentive Approved

On May 10, the Board of Trustees unanimously agreed to implement the District's Supplement Retirement Plan. The plan will provide a stipend of 75% of the final base salary for employees from the nine campuses and the District Office who met the eligibility requirements.

Of the 364 employees who took advantage of the "golden handshake," 144 were faculty members. "We're grateful for their devotion to their jobs and the concern for students that these faculty members have demonstrated during their many years of service in the LACCD," said Guild President Joanne Waddell. "We wish them all a wonderful retirement as they embark on this new chapter in their lives."

President's Message



Guild President
Joanne Waddell

We're living in uncertain and perilous times. For many, our dismay has turned to anger, our concern has turned into a determination to resist.

Why resistance? So many reasons...

- Attacks on affordable health care
- Tax cuts leading to cuts in education
- Environmental protections demolished
- LGTBQIA rights in jeopardy
- Immigrants targeted for mass deportation
- Women's reproductive rights rolled back
- An erosion of century-old rights of working people to stand together and fight for the middle class

So are you ready to resist? To do all

you can to fight for our rights?

- We can resist online
- We can resist in the streets
- We can resist with our dollars supporting union-made products

And if we learned anything last November, we learned that our vote is our voice and that every vote counts. We know that voting is the cornerstone of democracy. And we know that Democracy depends on education. Education is the secret weapon in the resistance and you can all play a role.

The Faculty Guild is working alongside our sister unions in the Los Angeles County

Federation of Labor every day to help our students and their families build a more just world and a pathway to opportunity, equity, and a better life.

- **We commit** to defend the education that ALL Californians deserve
- **We demand** that our leaders commit to fully funding public



education for a first class education for all from kindergarten through higher education.

- **We demand** that the Department of Education eradicate student loan debt.
- **We welcome** all students and their families to sanctuary on our campuses – campuses that serve their communities as centers for learning, not corporate profits.
- **We demand** that our leaders build schools not walls.

Will you resist? Will you persist? Will you join us in taking back the narrative, in making sure that our voices are heard?

Los Angeles College Faculty Guild, AFT 1521 2017 ANNUAL MEMBERSHIP MEETING

Friday, May 19th

8:30 am - 1:00 pm

Trade Tech College / Bldg. TE - 101

- Continental Breakfast and Lunch will be served
- State of the Faculty Guild
- Guest speakers
- Negotiations update
- Retiree recognition
- Raffle / Prizes

RSVP by May 17th to Robert Salazar at rsalazar@aft1521.org
323-851-1521 ext. 205

➔ **Tell Robert if you're retiring this spring.**

Motions Passed at Executive Board

March 21, 2017

- Approve the proposed minutes of February 21, 2017
- Approved the COPE report, endorsements, and contributions
- Contributed \$1,100 to Imelda Padilla for the run-off for LAUSD Board
- Contributed \$1,100 to Steve Zimmer for the run-off for LAUSD Board
- Agreed that the Student Intern Program Coordinator and two student representatives be nonvoting members of the COPE Committee
- Contributed \$1,200 to the Advancement Project "Champions of Equity"
- Deleted the proposed budget line item for professional liability insurance

**Staff
Box**

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

Local 1521, CFT/AFT, AFL-CIO
3356 Barham Blvd., LA, CA 90068

Ph (323) 851-1521
Fax (323) 851-0443
www.AFT1521.org

Editor: Deborah Kaye
Managing Editor: Robert Fulton
Art Director: Michael Teitelbaum
Writers: Jacob Bourne, Kelly Ross

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Faculty Profile: Overcoming the Odds

By Jacob Bourne

As a counselor at Los Angeles City College, it's not unusual for Miguel Coronado to urge students to stay the course and pursue their education. But Coronado is not your typical faculty member.

Born in Mexico, he first arrived in the U.S. at the age of three in the trunk of a car. He spent his early childhood with his mother and older brother in a low-income Downtown Los Angeles neighborhood and was later joined by younger brothers and sisters. Coronado's elementary school years were marked by a lack of adult guidance and a stressful home life. After dropping out in the seventh grade, he succumbed to drug abuse and eventually became homeless. His precarious situation led to a stint in juvenile detention, which was a segue to the foster care system, where he remained until the age of 17.

Though he graduated from high school, he could barely read and write. However, he had taken a government class during his senior year, which planted the seeds of a thirst for knowledge that has come to be a defining feature of his life. Following work as a gas station attendant, Coronado made up his mind that he would get an education and enrolled in college.

As part of the EOPS/CAFYES Program, Coronado works with former foster youth to help them navigate the educational system and ultimately achieve college graduation.

Having experienced first-hand the detrimental impact of the lack of proper role models, finding mentors who cared about his future was life-changing.

"Professor Barbara Fish at Pierce College inspired me to read and love language," he recalled. "I taught myself to read and just kept devouring book after book. I knew I needed to stick it out with school. I was also inspired by political science professor David Dupree and spent most of my time studying until I miraculously graduated with an Associate's degree from Victor Valley College."

Today Coronado has a doctorate in higher education administration from Argosy University. He draws upon his own life history of continuously overcoming challenges when counseling students to persevere despite any obstacles.

"Instead of focusing on myself, I focus on what I can do for others," he said. "I always knew that I had an important role to play, and though I don't view myself as significant, I know that the work I do is significant. I'm proud to be part of the college."



Miguel Coronado, Ed.D

Guild Negotiating Team Making Progress

By Louise Barbato
Guild Chief Negotiator

Over the last few weeks, the Guild has drafted proposals for changes to several articles and has presented these proposals to the District. At the same time, the District has also put its draft suggestions on the table. Both sides are now in the process of presenting counterproposals and negotiating contract content and language changes.

Your union team has a clear vision of advances that must be made – based on your feedback from surveys and campus meetings. Our team members – comprised of representatives from each campus – including classroom and nonclassroom

faculty, adjunct and full-time faculty, department chairs, union leaders, and the Academic Senate – are keeping our eyes on the prize as we proceed on your behalf.

Last week, the Guild and District concluded a series of meetings during which we came to agreement regarding "technical fixes," and we will meet at least one more time to double check the agreed-upon contract language changes. We are satisfied with the advances made to clarify this language.

The Guild has also met with management to finalize a Memorandum of Understanding (MOU) on the District Retirement Incentive (Supplemental Retirement Plan, or SRP) to ensure that we gain the best outcome for

our newly-retiring faculty.

Please show your support of your Guild team by being present at the District Board of Trustees meetings during

May and June as we continue to focus on improving conditions for all faculty and building a strong learning environment for students.

Signature Gathering Effort

Success in negotiations depends on making sure the District knows that we represent the interests and the will of faculty. And just as our bargaining team speaks with one voice in negotiations, Guild members on every campus – full time and part time, classroom and nonclassroom – are part of this campaign.

A petition from the Guild is being circulated on our campuses for members to tell management and the Board of Trustees that you "stand 100 percent behind our negotiating team... and expect the union and management to work together..."

Please sign this statement of principle. Let management know that faculty are watching closely. A united membership tells LACCD management and the Board of Trustees that we expect a positive outcome and are determined to gain a contract that improves working conditions, ensures fair pay, recognizes the value and the needs of adjunct faculty, and builds student success.

As we head toward salary negotiations, it's particularly important that the Board of Trustees understands that the Guild bargaining team has the confidence and support of all faculty in our District.

EDD Step by Step

Yay, the end of the semester is almost here. One of the advantages for part-time faculty is that you have a right to collect unemployment insurance, up to \$450 per week, depending on your income.

This will be the fifth year of the *EDD Step by Step All Hands-On Computer workshops*, designed to prevent EDD issues before they start.

We will provide:

- EDD worksheet-cheat sheet
- How to calculate salary
- Telephone interview tips & and other legalese

Save the dates!

EDD Step by Step All Hands-on Computer Workshops

Tuesday, June 6th
(location to be announced)

Wednesday, June 7th
1-3 PM (East LA College, Southgate campus)

Grace Chee,
EDD Ombudsperson serves 9 campuses
Virtual Office Hours: during the months of December, January, May & June, Most Tuesdays, 2:30-3:30 PM
goo.gl/NyODPp

Adjunct Faculty Issues Committee

Kathy Holland and Ken Taira
AFIC co-chairs

Summer and Fall assignment letters should have been sent out to all adjuncts. Summer offers go out on the 4th week of the Spring term and are finalized by the 12th week. Fall assignments are due by the 10th week of the term. If you're teaching Summer and/or Fall and have not received your offers of assignments, contact your chapter president.

Final grades for the Spring semester are due no later than five working days after the last final exam date.

If you are planning to retire, you may continue teaching part-time. However, if you are enrolled in the CalSTRS pension program, be aware that you need to

wait 180 days before working in a job that takes out STRS deductions since if you do, your pension will be reduced dollar-for-dollar by what you earn. Check with a STRS counselor before you retire!!

Our District has approved an early retirement offer for full-timers—which will most likely lead to additional adjunct assignments for the academic year. Check the *LACCD.edu* website for employment opportunities in the District.

You may also check the CCC Registry for employment opportunities at: <https://www.cccregistry.org/jobs/index.aspx>

Several articles in our faculty contract are currently being negotiated. The Adjunct Faculty Issues Committee (AFIC) has asked for improvements for adjunct medical benefits, the salary schedule, and seniority rights. We are hopeful that our Guild and District will work together to create these improvements.

Interns in Action

Students from across the District spoke passionately at the Board of Trustees' May 10th meeting to advocate for sanctuary campuses and that the Board protect the undocumented student population. After hearing from the students, the Board pulled a proposed resolution, promising to consider a stronger version next month.



JLMBC Update: What's Happening with the HRA?

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

The annual Health Reimbursement Accounts, a very popular benefit, ended last December. [The benefit was suspended due to the expected "Cadillac Tax," which never took effect.] The Guild and the other LACCD unions proposed in May of 2016 to negotiate with the Board of Trustees to continue the benefit. Finally, the Board agreed to negotiate in November of 2016. Those talks are currently underway. Benefits are negotiated

annually and are negotiated separately from our collective bargaining agreement. The Guild joins sister unions representing classified staff, custodians and deans as the Labor Caucus of the Joint Labor Management Benefits Committee (JLMBC).

Here's the important news:

The District will collect and present data detailing specific cost estimates on reinstating the HRA.

The JLMBC Labor Caucus has moved forward to negotiate substantial improvements to

medical coverage for qualifying adjunct faculty.

Although the District Master Benefits Agreement is negotiated as a group and included in each unit's Collective Bargaining Agreement, the goals of the Guild are consistent: To ensure a strong voice for all faculty, improve working conditions, protect wages and benefits, and make positive gains for adjuncts.

Wage Works:

As announced last November, ADP, the 3rd party Administrator for our HRA, FSAs, and other

related accounts, was acquired by WageWorks Inc. In the coming weeks, you'll begin to see WageWorks branding on communications, documentation, forms, and websites related to these services. At this time, these rebranding efforts will not change how you access your account information, submit claims, or any other actions related to your account.

I will strive to keep you informed as changes arise. If you have additional questions, contact the LACCD Health Benefits Units at (888) 428-2980.