



Nearly 100 faculty and supporters gathered outside Los Angeles Valley College demanding a fair contract.

Negotiations Concluded! Across-the-Board Raises for all Faculty

Progress for Adjuncts Highlights Three-Year Deal

After nearly a year at the table, our Guild and District administrators have reached a tentative agreement to raise all faculty salaries at least two percent each year of the three-year contract. Negotiations were challenging but the 16-member Guild bargaining team fought hard to fend off take-backs, punitive measures, and attempts to add to faculty workload.

We came away with solid wins. For adjuncts, these include an additional step on the adjunct salary schedule for years of service (currently adjunct faculty salaries max out after 7-9 years) and the right to a second assignment for ranked adjuncts, which will enable many to acquire District health insurance.

The formula for calculating salaries is similar to the one currently in place:

- 100% of state-funded cost of living adjustment (COLA), which is 1.56 percent for 2017-18
- If COLA falls below 2%, the District will pay the difference between

COLA and 2% (this year, the District will pay .44 percent)

- Our proportionate percentage of growth dollars

Since the final two elements can vary, it's possible that increased funding from COLA and growth in future years will result in higher raises. The raises are retroactive to July 1, 2017.

As always, this tentative agreement must be ratified by Guild members (you'll soon receive information on this mail-in vote) and approved by the LACCD Board of Trustees.

"Tenacious and focused bargaining has resulted in the best union salary agreement in the District," says Faculty Guild Chief Negotiator Louise Barbato. "Under the terms of this contract, faculty will be guaranteed a six percent raise over three years, and this applies to ALL elements of the salary schedule for ALL faculty. In addition, we have preserved our share of growth and improved conditions for adjuncts. During this grueling year

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Guild Sets Goals for 2017-2018

At its October meeting, the Executive Board of AFT 1521 has approved the following goals to confirm its commitment to support faculty and protect their rights:

Political

1. Increase the Guild's political influence
2. Ensure accountability of our elected candidates
3. Increase COPE donations

Good and Welfare

1. Participate more actively with community partners who share our mission
2. Use the scholarship process to promote labor education across all nine campuses
3. Facilitate connections to other labor organizations to support worker actions
4. Develop Guild and District partnerships to increase committee impact

Member Organizing

1. Accelerate our efforts to increase the percentage of members on each campus to at least 90%
2. Have a membership strong enough to survive Janus

Informed Membership/Member Education

1. Engage our members and provide opportunities for involvement
2. Promote labor education through increased collaboration with and support of our partner organizations (Dolores Huerta Labor Institute, the Trade-Tech Labor Center, the CSUDH Labor Center, UCLA Labor Center)

Negotiations

1. Negotiate a CBA that improves wages, benefits, and working conditions
2. Ensure successful implementation of the CBA for all faculty on all campuses
3. Work with the JLMBC and the JLMBC Labor Caucus to improve benefits



President's Message



Guild President
Joanne Waddell

Colleagues,
As proud as I am to be president of this union, I have been particularly heartened by recent activities undertaken by our amazing faculty. The Guild's theme this year is "Faculty Strong!" and you are making those words ring true by your actions:

- Nearly 100 faculty from all disciplines gathered on a street corner outside Valley College, reaching out to the community with messages of "Contract Now," "Respect," and "Student Success."
- It was faculty who stepped up when administrators failed to do their jobs in response to federally mandated Department of Education audits at one of our campuses.
- Our watchful faculty called out District management when the "intent" didn't match the printed words in a contract proposal.
- A Solidarity Lunch drew 75 faculty, who pledged to support their union by signing "recommit" cards.

This is a critical time in our Guild's history and in the history of organized labor. Each of us plays an important role in what organized labor will look like for decades to come. You can tell the Right to Work (RTW) demagogues that you want the right to work and have the right to a voice at the table and that you want more than a right to work for less.

You hold the ability to protect your wages/hours/working conditions for the rest of your career, for the future of your colleagues, and for the future of public higher education.

Make sure you sign a new membership card. Make sure that all of your department colleagues – full-time, adjunct, online, face-to-face, new, and veteran – have signed a new two-signature recommit card.

Why? In states without full union rights...

- Employees earn about \$1,500 less a year than in collective bargaining states.
- Right to work states have 36% more preventable deaths due to a lack of safety features that could not be negotiated.

It costs you 1.6 cents out of every \$1 that you earn to have a voice and a seat at the negotiating table. It costs you 1.6 cents out of every \$1 that you earn to prevent what happened to teachers' medical benefits in Wisconsin from happening to your benefits. It costs 1.6 cents out of every \$1 that you earn to pay your share fair and not be a freeloader.

Your voice and actions have never been more important.

TENTATIVE AGREEMENT REACHED (Continued from page 1)

of negotiations, Guild bargaining team members are to be commended for their dedication to protecting and enhancing faculty rights and interests."

"The voices of hundreds of faculty who gave compelling personal testimony at Board meetings showed our strength and supported the negotiating team members, who never wavered from their goal of achieving a fair contract despite significant opposition," says Faculty Guild President Joanne Waddell. "Declining enrollment and funding uncertainties were continually cited by the District. Now it's the Board's turn to fund strategies to help grow enrollment, which will benefit not only committed LACCD employees but also our students and the communities we serve."

In addition, separate benefits negotiations focusing on our HRAs (Health Reimbursement Accounts) and District contributions to adjunct faculty medical coverage are nearing completion. We anticipate some good news with an announcement due soon.

A Win for Guild Faculty in Unemployment Case

By Grace Chee, EDD Ombudsperson

Two of our adjunct faculty requested our union's assistance recently when they were denied unemployment benefits because the EDD believed they have "reasonable assurance," of getting rehired as substitute teachers in the LAUSD, where they are also employed. Since the nature of substitute teaching does not constitute reasonable assurance of continued employment (a key element for approval of a claim), the LAUSD will not contest the claim. The EDD re-instituted benefits for one of them and the other's case is in process. Another win for the Guild and our faculty.

Save the date and spread the word to adjunct faculty about our upcoming Unemployment Workshops!

EDD Step by Step: All Hands-On Computers Workshops (with a light reception to follow)

- Wednesday, December 13th, 2-4 PM East LA College, Library 101, Reception @ F5-307 Faculty center
- Thursday, December 14th, 2-4 PM West LA College, CE 104

Virtual Office Hours, 4-5 PM Most Tuesdays
(December, January, May, June).

The EDD Ombudsperson serves all nine campuses. Click here for information on our website or visit www.aft1521.org and click on "Adjunct Faculty."

Motions Approved at the September 19th Executive Board Meeting

- Accepted the Guild auditor's report for 2016-17
- Accepted the AFT audit of May 2017
- Approved funding (not to exceed \$40,000) for a mini-conference on health benefits and retirement for adjunct faculty
- Accepted the COPE report
- Endorsed Betty Yee for State Controller and contributed \$1500 to her campaign
- Endorsed Sharon Quirk-Silva for Assembly District 65
- Endorsed Al Muratsuchi for Assembly District 66 and contributed \$1500 to his campaign
- Endorsed Miguel Santiago for Assembly District 53 and contributed \$1500 to his campaign
- Approved the 2017-18 Good & Welfare contribution list
- Contributed \$500 to Plaza Community Services
- Contributed \$1000 to the AFT Emergency Relief Fund for survivors of hurricanes Harvey and Irma
- Agreed to create and publicize an MOU that allows faculty under certain conditions to give up a class with no penalty in order to protect adjunct faculty who might otherwise lose hourly rate assignments.

Staff
Box

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

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