

## Guild Steps Up Efforts to Pass Prop 55

**W**ith the election less than a month away, the push to pass Proposition 55 has intensified. The Faculty Guild and other supporters throughout the state have made their voices heard on the importance of passing Prop 55, which will maintain the current tax rates on the wealthiest Californians to fund education.

As part of a nationwide day of action in order to promote equity and opportunity throughout our country's schools, faculty and students from L.A. Valley College walked into their neighborhood to ask locals to vote yes on Prop 55, while L.A. City College joined forces with Robert F. Kennedy Community Schools to get the word out. L.A. Southwest College "walked in" to a community meeting to let neighbors know the importance of Prop 55 to their local community college and why its passage is vital to maintain classes and services.

The Los Angeles Community College District Board of Trustees officially passed a resolution on Oct. 5 in support of Prop 55. The California Budget and Policy Center recently released its own analysis of Prop 55. Its findings show K-12 schools and community colleges would benefit from between \$4 billion and \$9 billion if it were to pass, in addition to increased payments to the rainy

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The Faculty Guild participated in AFT National Day of Action events at Valley College (top) and City College on Oct. 6.

## Conference Helps Faculty Plan for the Future

By Michael Messina



The nearly 300 faculty in attendance at the Guild Health Benefits and Retirement Conference gleaned valuable information about health plans, retirement, and other resources.

**T**he 14th annual Los Angeles College Faculty Guild Health Benefits and Retirement Conference drew an enthusiastic crowd of nearly 300 faculty. The event, held at the Universal Sheraton on Sept. 30, featured a wide range of sessions on health benefits and retirement as well as numerous resource tables. Betty Yee, California State Controller, delivered the keynote speech.

Workshop presentations covered information relevant to new faculty, those needing an overview of District benefits and retirement, those desiring a mid-career check-up, and those close to retirement. Topics included CalSTRS basics, preparing for retirement, and adjunct health benefits, among others.

"Retirement is not something I expect to do in the coming months, but now that I have a wife I'm thinking more about retirement," said East L.A. College English instructor Daniel Lambert. "I'm thinking more about long-term security and I want to learn some strategies to achieve that."

AFT 1521 President Joanne Waddell noted that benefits are indeed vital for all, but also recognized there was some work to be done. "We can't underestimate the importance of benefits to our faculty. Our full-time faculty have some of the best benefits in the state," she said.

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# President's Message



Guild President  
Joanne Waddell

## We Have One Job to Do!

**B**etween now and Election Day WE HAVE ONE JOB – to make sure Prop 55 passes!

We have one job: To ensure that our 350 new full time faculty who know only “the good times” we’ve enjoyed since the passage of Prop 30 never know the effects of workload reductions...

We have one job: To ensure those of us who were in the community college system during the economic downturn won’t have to experience that roller coaster ride again...

We have one job: To protect public higher education...

We have one job: To support a measure that eliminates the regressive sales tax and asks the wealthiest Californians to continue to pay their fair share – taking a step toward ending

income inequality...

We have one job: To phone bank, “walk, knock, and talk” to your family, friends, and neighbors about the importance and fairness of Prop 55. Call the Guild Office at (323) 851-1521 for the days and times of phone banking...

We have one job: To ensure that public education in California doesn’t go back to lean times. We can’t go back. And we won’t go back --if we do our one job!

In unity,  
Joanne



## Guild Endorses District Bond Measure: \$3.3 Billion Focuses on Infrastructure

**A**t its Sept. 20 Executive Board meeting, the Faculty Guild passed a resolution supporting Measure CC, a \$3.3 billion bond on the November ballot.

The endorsement followed a presentation by Los Angeles Community College District Chancellor Francisco Rodriguez. “The students that we serve need it desperately,” Chancellor Rodriguez said.

The Guild’s vote in favor of Measure CC was narrow, including a number of abstentions. Concerns included accountability and lessons learned from the District’s last adopted bond measure in 2008.

“After a long, thoughtful discussion, E Board delegates voted to endorse Measure CC to help our students,” said Guild President Joanne Waddell. While we’re disappointed that the trustees approved \$3.3 billion instead of the \$5.5 billion that the District’s own polling found voters would have supported, E Board is committed to working with the District to ensure our voice in bond project decision-making is heard.”

On October 5, the LACCD Board of Trustees also passed a resolution in support of the bond. The Los Angeles Times has recommended a “Yes” vote but noted problems with Prop A, Prop AA, and Measure J (previous LACCD bond programs).

“Prop 55 and Measure CC will work together to ensure that our community colleges are modernized, safe and deliver the best possible education for our students and our community,” Trustee Mike Fong said in a statement.

## Motions Passed at Executive Board Meeting August 17, 2016

- Added the approval of the Good & Welfare report and the ongoing distribution list to the agenda and approved the agenda as amended
- Approved the Good & Welfare report and ongoing distribution list
- Approved the proposed minutes of July 19
- Contributed \$1500 to Ed Chau (AD 49)
- Amended a COPE motion to reduce a contribution to Move LA from \$2500 to \$1000
- Approved a contribution of \$1000 to Move LA
- Endorsed Dr. Margaret Quinonez-Perez for Santa Monica College Board of Trustees

## Election Endorsements

Not sure how to vote on propositions or for those running for office in your area? The Guild’s Committee on Political Education (COPE) considers the candidates carefully as well as the recommendations of the Los Angeles County Federation of Labor before bringing their recommendations to the Guild Executive Board for approval. Check out the 2016 Guild endorsements by clicking on this link. Or go to [www.aft1521.org](http://www.aft1521.org) – click on the Political Action tab, then “2016 Political Endorsements.” Tell your friends and neighbors, too!

**Staff  
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The newsletter of the  
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# Guild and Other LACCD Unions Protest District's Refusal to Re-Open Benefits Article

On October 5, members of the Faculty Guild and other LACCD unions came out in a show of strength at the most recent Board of Trustees meeting at Pierce College to protest the Board's failure to re-negotiate Health Reimbursement Accounts (HRAs) and consider a proposal to enhance benefits for adjunct faculty.

Thinking that the District would be saddled with the "Cadillac Tax" on the HRA beginning in 2017, the JLMBC Labor Caucus agreed to eliminate the HRA for 2017 as a cost-saving measure. However, the tax never materialized, so the Labor Caucus presented a proposal to the Board of Trustees in May to re-open negotiations for the HRA and adjunct health benefits. After four months of ignoring the Labor Caucus proposal, the Board responded with an alternative proposal – to open full negotiations later in the fall. The delay left both full-time and adjunct faculty without information needed to make informed decisions during the annual open enrollment period.

"The Faculty Guild is profoundly concerned that the trustees, whom we consider our partners in negotiating wages, hours, and working conditions, have delayed discussion of these issues, violating their obligation to negotiate," said Joanne Waddell, Guild President.

Members of the Faculty Guild, the College Staff Guild AFT 12521A, the Teamsters 911, the SEIU 99, the SEIU 721, and Building and Trades spoke out on the need for an HRA, many relaying moving stories of how the health reimbursement account helped them through challenging times. Adjunct faculty spoke about the need for increased District contributions to the cost of health care premiums.

"These are the hardest working people I know," said Brian Patrick Walsh, an Executive Board Delegate from Pierce College. "They deserve an HRA and they deserve our respect."

Guild Chief Negotiator Armida Ornelas spoke of the familial relationship the unions and the Board of Trustees had enjoyed in recent years. "I'm really disappointed that we had to get to this point," she said.



Members of the Faculty Guild and the College Staff Guild wore their AFT blue in a show of strength protesting the Board of Trustees' refusal to negotiate health benefits this year

## PROP 55

(Continued from Front)

day fund and expedited payments against the state's debt.

A new Field Poll has Prop 55 solidly established among voters, with 60 percent of respondents saying they would vote yes, 30 percent intending to vote no, and 10 percent undecided. That's encouraging news for a proposition that will allow the rekindled education system in California to continue to thrive. Also, as part of the continuing voter registration action, more than 400 students gathered to watch the Oscar-nominated film "Selma" on October 5 at L.A. Valley College, with a panel and Q & A discussion.

Prop 55 needs as many votes as possible. If it were to fail, it would mean reverting back to recession-era education, with up to \$4 billion in cuts to California's education system and approximately \$80 million in cuts to the LACCD. Spread the word: We can't go back!



AFT 1521 led the way in getting the word out about Prop 55 by going door to door in the community.

## Adjunct Faculty Issues Committee

By Kathy Holland and Ken Taira, Co-chairs

Now that the fall semester is underway, it's time to pay attention to the timeline notification for assignments, which you can find on page 21 of the Adjunct Survival Guide, available at [www.aft1521.org](http://www.aft1521.org). Planning starts early – department chairs are expected to send proposed offers to adjuncts during week five of the previous semester. Remember that this is only a proposal, not an actual offer. Academic Affairs must send the actual offers no later than week ten. If they do not, inform your chapter president immediately.

Adjuncts need to sign and return these offers within 10 working days of receiving them – failure to respond will be considered a refusal and that assignment can be

given to another instructor. Assignments must be filled by week twelve. Be sure to check your campus email frequently – some campuses send their offers electronically.

Department chairs need to turn in their seniority lists to Academic Affairs by the census date. By week eight, the lists should be made available to all faculty, usually electronically. Each campus may have its own method – via email to faculty and/or uploaded to the college website. If you do not receive access to your department's seniority list, contact your chapter president.

In order to be placed on the seniority list, adjuncts must begin teaching a 4th semester within eight semesters. Only the fall and spring semesters count towards seniority. And, yes, adjuncts who teach on multiple campuses within the District may be placed on a seniority list on each of those campuses. If you're on a discipline's seniority list at a college, it applies only to that discipline at that college. Cumulatively, no adjunct can teach more than 67% of a full-time load within our nine-campus District.

For intersessions, department chairs must determine faculty availability by the end of week three of the previous regular semester. Initial offers are made by the end of week six. Adjuncts are required to respond by the end of week eight – if you do not respond in a timely fashion, the offer may go to another instructor.

Evaluations for newly hired adjuncts must take place before the end of the second semester of teaching. After that, evaluations occur at least once every six semesters. The evaluation outcome must be provided to the adjunct by week twelve. If this timeline is not followed, contact your chapter president immediately. Adjuncts have the right to respond to that evaluation within 10 days of receipt. Adjuncts on that discipline's seniority list have the right to request a comprehensive evaluation, especially if the initial evaluation is not a satisfactory one. If you need assistance, contact your chapter president – the Guild is here to help!

The Adjunct Faculty Issues Committee meets once a month on Fridays at the Guild office. The meeting dates are on the Guild website ([www.aft1521.org](http://www.aft1521.org)). Guests are welcome.

## RETIREMENT CONFERENCE (Continued from Front)

“We definitely need to improve our benefits for part-time faculty and that’s one of our primary goals in this next round of negotiations. We also have a large number of new faculty here this year, which we’re very excited about. So there’s no better time to start planning for retirement than the day you start working.”

Controller Yee spoke of the status of today’s economy and the continued need to support the education system and those who serve within it. She expressed gratitude for the people attending the conference and highlighted the importance of having a good retirement plan tailored to this day and age, as well as an institution such as CalSTRS to back it.

“With retirees there are so many other costs attendant to what it means to live a good quality life in retirement. And this is why I’m very pleased that CalSTRS is putting a focus on financial education,” Yee said. “We’re going to need to be smarter about how we manage our money.”



City College Chapter President and CalSTRS Board Vice-Chair Sharon Hendricks welcomes members to the conference.



California State Controller Betty Yee delivers the keynote speech to conference attendees.



Leaders come together at the conference. From left: CalSTRS Board Vice-Chair Sharon Hendricks, California State Controller Betty Yee, AFT Local 1521 President Joanne Waddell and Vice President Bill Elarton-Selig.

## JLMBC Report Pharmacy Changes Coming

By Bill Elarton-Selig, JLMBC Chair

**M**aking choices regarding your pharmaceutical needs can be a tedious job. CalPERS has recently selected OptumRx as its new Pharmacy Benefits Manager (PBM) and with the switch there are changes that members should be aware of in order to make informed choices.

OptumRx has set up an exclusive website for CalPERS members that provides information ranging from what drugs are covered, what tier and copay the drug will have and how to get long term drugs (90-day supplies).

To familiarize yourself with the new PBM, which takes effect on January 1, go to the website, <http://www.optumrx.com/calpers>, select your provider, and follow the instructions from there. The site has been updated to include convenient features like Drug Lookup, Drug Cost Lookup, Locate a Pharmacy, and Frequently Asked Questions.

Your representatives on the Joint Labor Management Benefits Committee (JLMBC) are aware that transitions like this will take some getting used to, so as we move forward, the JLMBC will keep you informed and help make the process as ‘painless’ as possible.

## Adjunct Faculty Save the Dates!

**W**hen the semester ends, most adjunct faculty fall unemployed or under-employed and may be eligible to receive up to \$450/week, depending on other income. Attend one of the EDD Step by Step Workshops for fun assistance with EDD insurance legalese and online certification processes.

- EDD worksheet cheat sheet & legalese
- Telephone interviews & other tips
- Online EDD application & bi-weekly certification process

### EDD Step by Step: All Hands-On Computers Workshops

Tuesday, December 6th, 4:30-6:30 PM (light reception)  
West LA College, CE, Room 225

Tuesday, December 13th, 4:30-6:30 PM (light reception)  
Mission College Library, Room 234

RSVP beginning in December.

Grace Chee, EDD Ombudsperson – Serving all 9 campuses with Virtual Office Hours, Most Tuesdays, 2:30-3:30 PM (May-June, Dec-Jan)