



Faculty Guild President Joanne Waddell spoke at a Prop 55 campaign kick-off event in L.A. in August. The campaign has hosted a series of events across the state, emphasizing the need to pass Prop 55.

## Prop 55 Campaign Full Steam Ahead

**T**he Prop 55 campaign is in full swing with kickoff events in August and commercials running regularly.

Prop 55, or the California Children's Education and Health Care Protection Act, is an extension of Prop 30, but with only the top earners in California continuing to pay their current income tax rates. This will provide critical funding for a still-recovering California K-12 school system.

California Federation of Teachers President Joshua Pechthalt joined AFT 1521 President Joanne Waddell and many other education leaders in Los Angeles on Aug. 15 for a kickoff press conference, with other events in San Diego and San Francisco as well.

"If we allow Prop 30 to sunset, and fail to pass Prop 55, the Los Angeles Community College District will wake up and find itself starting the school year cutting \$90 million in classes and services," Waddell said. "And this extension is better than the original because it allows the regressive sales tax to expire and asks only the wealthiest Californians to continue to pay their fair share. California's future depends on an economic engine fueled by community college students achieving 21st century technical expertise and academic success."

## Everything You Need to Know about Health Benefits & Retirement

**F**ull-time and adjunct faculty: Whether you're newly hired, in the middle of your career, or ready to retire, it's important that you understand your health and retirement benefits.

The Guild Health Benefits & Retirement Conference on Sept. 30 will provide a wealth of information to help you make smart decisions. In addition to resource tables with experts to answer your questions, there will be a comprehensive range of workshops.

- Learn about LACCD benefits (CalSTRS, CalPERS, health reimbursement accounts, etc.)
- CalSTRS retirement and how benefits are calculated if you were hired after 2013
- One-on-one help to walk you through the open enrollment process that's taking place now

- Understanding adjunct faculty retirement plan options and how to qualify for health benefits
- Information on benefits for those who have taught in the LACCD for 10-15 years
- Planning for your CalSTRS retirement and demystifying Social Security
- Help for those getting ready to retire so you can make the transition to retirement, including information about Medicare, Social Security, CalSTRS and health benefits

Already retired? Come join your fellow retirees at the Emeritus Chapter meeting during the conference.

There's truly something for everyone at the 14th Guild Health Benefits & Retirement Conference on Friday, Sept. 30 from 7:45 a.m. - 2:30 p.m. at the Sheraton Universal.

Click here to RSVP: [https://ibwxgzaqcu.formstack.com/forms/2016\\_benefits\\_conference](https://ibwxgzaqcu.formstack.com/forms/2016_benefits_conference)

# President's Message



Guild President  
Joanne Waddell

**A**s we begin a new semester, we have an opportunity to work with the District on the most positive path it has been on in many years.

Positive because we started the fall 2016 semester with 200 new full time faculty in addition to the 140 new full time faculty hired last year (21 percent of our total full time faculty!) – 2/3 of them already part of our family as adjunct instructors. And, while we welcome the new full timers, we are mindful of how this realignment of assignments and our inability to meet effective growth targets have resulted in class cuts affecting 2,000 adjunct colleagues.

Positive because last year's organizing effort resulted in 800 new Guild members! This year, join with us to engage our membership and use our power to stand together with our colleagues, labor, community partners, allies, and our District to:

- **Pass Prop 55 in November.** There is *nothing* more important to community college faculty, staff, and students than passing Prop 55. If it fails, the LACCD will

start fall 2017 by cutting \$90 million in programs, classes, and services. We can't let this happen. We must pass Prop 55.

- **Improve our compensation and working conditions by negotiating improvements in our contract.** This year will be our 14th round of negotiations for a fair contract – the heart and soul of this union. You can help by providing your input through our survey and focus groups this fall.
- **Ensure that we have a meaningful voice in discussions about the construction bond**
- **Continue to increase and strengthen our membership and power as we continue to engage our members**
- **Elect pro-public higher education and pro-labor LACCD Trustees in March 2017**
- **Support campaigns that move our agenda forward**

The Guild is in a position to make a positive difference on so many levels, but we face challenges, particularly in enrollment

management – affecting our jobs, the District's and colleges' budget allocations, and our salary. The District's failure to meet our growth potential in 2015-16 resulted in a last-minute reduction in full time hires. Its inability to develop an outreach/branding program to increase enrollment has resulted in many class cuts. We need to continue to make sure that management meets its contractual obligations to include faculty in enrollment management planning in a meaningful way and provides accurate and useful enrollment data and trends – not just section cuts.

Finally, incessant accreditation demands remain a persistent challenge. Self-evaluation and goal-setting are good things. But don't be fooled by the 18-month "renewed accreditations" – none of our campuses were fully accredited for seven years, as they could have been. Rather, we were all placed on the "accreditation hamster wheel," fueling campus-wide chronic accreditation crisis mode – forcing us to divert precious time, money, and focus from real student success efforts.

The Guild is in a position to make a positive difference on so many levels – this is not a year to stand back! This is a year to **Stand Together** to achieve our goals.

Have a wonderful semester!

In unity,  
Joanne

## Pelosi Goes on the Attack Against the ACCJC

Despite its efforts, the Accrediting Commission for Community and Junior Colleges continues to lose support from more and more individuals and organizations based on the agency's track record. The latest action comes from Democratic Leader Nancy Pelosi, who along with Members of Congress Anna Eshoo and Jackie Speier, sent a letter to U.S. Secretary of Education John King urging that the Department of Education deny the ACCJC its status as an accreditor and help the California Community College system transition to a new accreditor. Their letter noted that the ACCJC has "inconsistently applied accrediting standards" and failed to follow federal regulations. The next step is up to the Department of Education, which is reviewing the Commission's status.

## Motions Passed at Executive Board July 19, 2016

- Support Proposition 61
- Have the JLMBC request (via Joanne Waddell) that the LACCD health consultant make a presentation during the Guild's August retreat on the effects of how Proposition 61 will affect LACCD drug benefits
- Change the rule stating that Good and Welfare donate \$500 in the name of a deceased member who has served two or more E Board terms and instead give the \$500 to our Good and Welfare Scholarship Fund unless the family requests the donation be made to a specific charity/organization
- Approve the revised COPE Report's recommendations for endorsements and contributions

**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](http://www.AFT1521.org)

Editor: Deborah Kaye  
Managing Editor: Robert Fulton  
Art Director: Michael Teitelbaum  
Writers: Michael Messina

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



**Find Us On Facebook!**  
[www.facebook.com/AFT1521](http://www.facebook.com/AFT1521)

# Adjunct Spotlight: Cecile Bendavid

By Michael Messina

Cecile Bendavid has been an adjunct professor at Pierce College for 25 years and this semester teaches design classes in the Computer Applications Department in the evening. But her résumé goes well beyond the average duties of a college instructor.

Aside from educating students in the uses of Adobe Photoshop, Illustrator and InDesign at Pierce, Bendavid also teaches at CSU Northridge and is active in the National Education Association, where she is chair of women's issues.

Bendavid also made a trip to Philadelphia this year, where she voted as one of six delegates representing the San Fernando Valley at the Democratic National Convention.

"They elected three women and three men to represent the entire Valley," Bendavid said. "It was my pleasure to vote for Hillary."

Her political activity continues for the Los Angeles County Democratic Party, where she was elected in June to the county committee for the 45th State Assembly District. She is chair of the 45th delegation and regional vice chair for the LACDP.

As a teacher, Bendavid preps her students for real-world applications. One of her students wants to work for the fashion giant Ralph Lauren, and one of the requirements is knowledge of Adobe Illustrator. A pragmatic approach is in fact a part of her class.

"For their final project, students create a portfolio of their work," Bendavid said. "And as part of it they actually apply for a job."

As active as Bendavid is, she clearly wants her students to be as well.

She's been to national and state conventions for AFT. The United Teachers of Los Angeles Women's Education Committee named Bendavid Woman of the Year last semester. With such a track record and a passion for teaching, one would be hard pressed to find a better candidate.



## Dodgers Discount Tix for Union Members

Labor 411 is partnering with the Los Angeles Dodgers for Union Night at Dodger Stadium on Thursday, Sept. 22 when the boys in blue host the Colorado Rockies. Union members have access to specially discounted tickets and an opportunity to have a representative on the field for a pre-game ceremony! To purchase yours go to [www.dodgers.com/union](http://www.dodgers.com/union).

## Guild Welcomes New LAVC Chapter President

Ruby Christian-Brougham, newly elected chapter president at Valley College, is taking the reins from Larry Nakamura, who served in that role for six years. "I decided to run for the LAVC chapter president for several reasons," she said. "I have a strong commitment to social justice, particularly for underserved populations. I also felt that my background as grievance representative provided a good foundation."

"I wanted to increase my service to the LAVC community," noted Christian-Brougham, who teaches in Valley's Psychology Department. "I have a 17-year career as an academic and have served on most of the committees. I see many opportunities to build infrastructure and create a stronger community at Valley."

# Labor Day 2016

Guild members joined with hundreds of enthusiastic participants to honor the role of labor at the annual Labor Day Parade and BBQ in Wilmington.



# JLMBC Report

## Strong New Pharmacy Benefits Manager for CalPERS

By Bill Elarton,  
JLMBC Chair, Guild Executive V.P.

Of the many benefits that come with being a part of a union, health care is always at the top of the list. Our prescription drug benefits are a critical asset that shouldn't be taken lightly, and after a careful selection process OptumRx was chosen as our new Pharmacy Benefits Manager (PBM) in May for a five-year contract.

The contract will cover 486,000 members and their dependents enrolled in all of CalPERS' health plans with the exception of the Kaiser and Blue Shield of California HMO plans. The current contract with CVS Caremark expires at the end of December and the new PBM goes into effect at the start of the new year. A subsidiary of UnitedHealth Group, OptumRx has connections with more than

67,000 pharmacies around the country.

The selection process came down to which of the finalists would support our members best in a world where prescription drugs are increasingly costly. Leaders at CalPERS involved in the process said they chose OptumRx based on its strong customer service and mail order process, as well as its pricing and cost-control measures. In order to best serve our members, contract terms include providing drugs of the highest quality and value as well as measures for transparency regarding financial relationships with drug manufacturers. With CalPERS selecting OptumRx, our members can rest easy knowing they are in good hands with OptumRx.

## Guild Retreat Sets The Tone For 2016-18

Electing and appointing members of the Guild leadership team began their two-year terms with a one-day retreat in August. The theme of the event, "Stand Together" was woven throughout the day. The 45 attendees at the retreat, held at the new UCLA Conference Center, heard from speakers who discussed the challenges we face and the opportunities we have to effect change.

Kent Wong, Director of the UCLA Labor Center, discussed ways to partner with labor, noting some of the labor issues the center is tackling in L.A., such as wage theft. Fred Glass, Director of Communications for the California Federation of Labor (CFT) conducted a training to prepare the Guild to stand together with community groups in the vital task of passing Prop 55 in November.

To highlight opportunities to stand together with our colleagues in the LAUSD, Board President Steve Zimmer spoke about College Promise (free K-14 for LAUSD graduates), concurrent enrollment

for high school students, and Adult Ed.

To emphasize ways we can stand together with our District, Sydney Kamlager, 1st Vice President of the LACCD Board of Trustees and Mike Fong, 2nd VP of the Board, spoke about issues the Board is tackling, the new construction bond they hope the voters will pass, and the need to promote our colleges to the community in order to grow our enrollment.

"The retreat is an important way for the leadership of the Guild to learn how we fit into the 'big picture' in our district, city, and state," said Joanne Waddell, Guild President. "In addition, the chapters met to plan campus activities to involve our members in the important work we're doing"

The next day, at the first Executive Board meeting of the academic year, participants engaged in a robust discussion with Chancellor Francisco Rodriguez and heard from Rusty Hicks, Executive Secretary of the L.A. County Federation of Labor.

## Adjunct Faculty Issues Committee

By Kathy Holland and Ken Taira,  
Co-chairs

Welcome back to the fall semester. A special welcome to newly-hired adjuncts. The Adjunct Faculty Issues Committee has some good news to report. We got a pay raise! It's not huge, but it is 2.83 percent backdated to July 1, 2016 for each step on the salary schedule.

The new pay raise was also added to the office hour differential and the second equity differential. Here's a rundown of the increases in differentials for adjuncts:

\$14.91 for the office hour differential—up from \$14.50 – (a 41-cent increase)

\$2.04 equity differential (Equity 1) for teaching loads 12 – 18 – down from \$2.11 (a 7-cent decrease).

\$3.40 equity differential (Equity 2) for teaching loads 12 – 15 – up from \$3.11 (a 29-cent increase).

We actually have two equity differentials added to our salaries. The first one (Equity 1) comes from the state. The amount from the state (roughly \$2 million) is distributed to those districts (like LACCD) who apply for the funds and then is distributed to adjuncts. This year, it went down by 7 cents because there are more adjuncts teaching, and therefore, more adjuncts are benefiting from the fund. The second equity (Equity 2) is local to our LACCD, established to help adjuncts reach parity pay.

The overall goal of parity pay is to increase the salaries for adjuncts to an amount that is nearly equal to the work of the full-timers, minus the amount paid to them for responsibilities that adjuncts are not required to perform. We are working to

achieve parity pay—although we are not close to what a full-timer makes, both Equity 1 and Equity 2 are the first steps toward accomplishing that goal.

For adjuncts who are enrolled in the CalSTRS DB (defined benefit) program, you may notice on your pay warrant an increase in your contributions to your DB account, starting on July 1. State law has mandated increases in employee and employer contributions. The employee contribution for adjuncts hired before 12/31/2012 has risen to 12.58 percent and those hired after 1/1/2013 will pay 9.205 percent, while the LACCD contribution has risen to 12.58 percent. For more information, see the retirement section in the Adjunct Survival Guide by [clicking here](#), or visit [www.aft1521.org](http://www.aft1521.org) and click on "Adjunct Faculty."

Adjuncts teaching a .33 load or higher who have at least 0.2 FTE in 3 of the last 8 semesters qualify for partially-paid medical benefits and can enroll in dental and vision coverage by paying the full premium. Those with these qualifications who have at least a 50 percent load can receive dental coverage by paying 50 percent of the premium and can enroll in free vision coverage. Open Enrollment opens Sept. 12 and ends Oct. 7. This is also the time to enroll or make changes in your benefits. The District has sent information on accessing the benefits portal. Although we get our benefits from the CalPERS medical program, do NOT respond to CalPERS enrollment information that may be mailed to your home. For more information, check the adjunct resources tab at [www.aft1521.org](http://www.aft1521.org).

Upcoming events: The LA Guild's Benefits & Retirement Conference is on Sept. 30 at the Universal Sheraton. Register at <http://www.aft1521.org>.

The FACCC Part-Time Symposium is on Saturday, Oct 29 at Santa Monica College. More information at [www.faccc.org](http://www.faccc.org).