

Negotiations: Still No Progress

Despite the efforts of our hard-working faculty negotiating team, progress in this round of negotiations with the District has stalled. Management has...

- Cancelled negotiating sessions.
- Taken weeks, months in some cases, to respond to thoughtfully-prepared union proposals.
- Rejected suggestions to clarify the meaning and improve the organization of contract language.
- Ignored proposals that reflect new requirements in State Ed Code and would give adjunct faculty more job stability and increase student success.
- Countered a reasonable request for a salary increase with the smallest salary increase since the recession and the possibility of no increases over the next two years of the contract—an unacceptable response, given the high cost of living in Los Angeles.

Although we have tentative agreements for articles on AFT Rights (8), Work Environment (9), Calendar (10), and Personnel Files (24), the articles dealing with Assignment (13), Adjunct Rate Assignments, Retention, and Seniority (16), Salary (29), Other Benefits (36), and Distance Learning (40) are still in the process of being negotiated, despite five months after the expiration of our CBA on June 30, 2017. Your rights are protected by an agreement with the Board to extend provisions in the expired contract until a new contract is agreed to.

“Our frustration is growing and we’re considering our options,” says Louise Barbato, Chief Negotiator. “The Board of Trustees appears to be unwilling to prioritize its obligation to negotiate. Management’s inability to reach across the table to solve simple problems is beginning to erode the trust and cooperation that has characterized past bargaining cycles.”

Benefits negotiations (conducted by the Joint Labor Management Labor Caucus and

led by JLMBC Chair Bill Elarton separately from the rest of the CBA) began seventeen months ago, in May 2016, and no agreement has been reached. The central issues are the Health Reimbursement Account (HRA) for full-time faculty and a proposal to significantly increase the District’s medical premium contribution for qualifying adjunct faculty. Failure to conclude these talks has left employees without the information to make sound decisions during the open enrollment period, which has now closed.

Guild President Joanne Waddell encourages all members to make their voices heard. “If salary increases, enhanced benefits, and a strong contract are important to you, come and let the Board know! Come to the next Board of Trustees meeting on Wednesday November 1 at 2 pm at Harbor College wearing your blue union t-shirts. Demand that the Board take action and demonstrate its intent to negotiate and come to an acceptable agreement with its faculty.”

Guild Conference Helps Faculty Plan for the Future

By Oren Peleg

On September 15, more than 260 Guild members convened at the downtown Sheraton Grand Hotel for a day of informational sessions, workshops, and resource tables at the AFT1521 Health Benefits and Retirement Conference.

Workshops included “Hot Topics in Health Benefits and Retirement,” “Orientation to LACCD Benefits for Adjunct Faculty,” and “Things to Know When Retiring from the LACCD,” among others. Representatives from various organizations, such as Kaiser



Permanente, Social Security Administration, and the LACCD, were available to answer questions and interact with attendees.

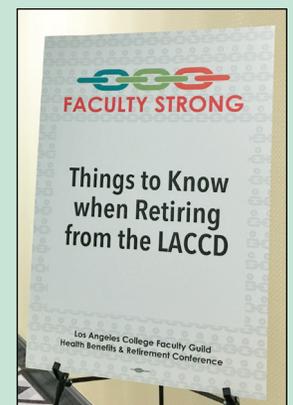
“It’s become one of our premier events of the year,” said Guild President Joanne Waddell as she surveyed the crowded ballroom. “The time to start learning about benefits and retirement is when you’re hired, not when you retire. It can be complicated, complex, and scary. We want people to get an early start in their retirement planning and this conference is one of the ways we facilitate that.”

David Kim, 36, an adjunct professor at Los Angeles Mission College, said he came to get a better understanding of how his benefits work. “I enrolled in these health and retirement plans, but I want to figure out what they do for me. Today definitely helped,” he said. The “Demystifying Social Security” workshop was particularly insightful and allowed him to gather information for his parents, who are nearing retirement age.

Jack Ehnes, CEO of the California State Teacher’s Retirement System (CalSTRS),

was the keynote speaker. He clearly explained how CalSTRS makes its investment decisions in order to be socially responsible yet earn the highest return for its members.

Sharon Hendricks, AFT1521’s Retirement Liaison, said “This year, instead of just talking about retirement security, we wanted to have members understand a little more about how we invest, so they can understand issues like divestment and how we engage with corporations.” She also noted that the comprehensive Medicare workshop was offered this year for the first time, a valuable session for the large number of newly retired faculty.



President's Message



Guild President
Joanne Waddell

Janus v. AFSCME—A Threat to Your Union

The U.S. Supreme Court has agreed to hear a case that would severely limit your union's ability to effectively represent you. The court case, *Janus v. AFSCME*, proposes to eliminate fair share agency fees paid by non-members in workplaces like ours, in which employees are represented by public sector unions.

The Supreme Court, in its previous ruling in the case of *Abood v. Detroit Board of Education*, gave public sector unions – recognized as having the duty to represent all the employees in the unit – the right to collect fair share fees from non-members to help defray the union's cost of collective bargaining and activities concerning grievances.

These fees help to pay for operating expenses, contract negotiations, grievance representation, and communications – all vital to our tasks of bargaining effectively for a fair contract, fighting

for faculty interests at the local and state level, and ensuring the contract is enforced for every faculty member on every campus. Fees also help to pay for member education, such as our annual Benefits and Retirement Conference and informational workshops for adjunct faculty.

The decision in the Janus case is expected sometime between March and June of 2018. Given the Court's current composition, it is almost sure to overturn three decades of court rulings and decide against public sector unions, which include the Los Angeles College Faculty Guild.

What would you lose if this happens?

- The ability of chapter presidents and grievance reps to protect your rights on campus and ensure the contract is not violated
- Our voice at the bargaining table, leading to take-backs in our contract, such as

lower wages and diminished benefits

- Power to fight against encroachments by management, such as proposals (previously made in this district) to require employees to pay for parking or contribute to their health benefits premiums

We need your help!

The scope of this threat is enormous. To meet the challenge, we need to educate our faculty about the benefits of union membership and the importance of signing membership cards. You can support these efforts by talking to colleagues in your department about the importance of a strong union and signing up colleagues who are fee payers. Ask your chapter president for membership cards and be sure to return the signed cards to your chapter president.

Your future wages, hours, and working conditions depend on you joining the membership campaign. We're counting on you!

Governor Brown Signs College Promise Bill

Assembly Bill 19, known as the College Promise, was signed into law on October 13th. AB 19, authored by Assemblymember Miguel Santiago, former Guild-endorsed member of the LACCD Board of Trustees, waives fees for all first-time full-time students for the first year of community college.

Earlier this month, AFT 1521 President

Joanne Waddell joined LACCD Chancellor Francisco Rodriguez, California State Senate Pro Tempore Kevin de Leon, and Assemblymember Santiago for a press conference at Eagle Rock High School to promote AB 19. Guild leadership and student interns also joined local Los Angeles leaders in a march and rally in support of the proposed legislation. Since then over 6300 faculty, classified employees, administrators, students, and community allies flooded Governor Brown's phone and email to urge

the Governor to sign AB 19.

"AB 19 will increase college enrollment and completion rates," said Waddell. "College Promise programs have worked in San Francisco, Oregon, and Long Beach – all of which experienced a significant increase in enrollment. We are encouraged by its passage and hopeful that the State will provide the funds in next year's budget to fully fund it."



**Staff
Box**

The newsletter of the
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Motions Passed at the August 15th Executive Board Meeting

Postponed approval of the 2017-18 Guild Goals until the September meeting
Approved a \$300 contribution to the California Alliance for Retired Americans



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