

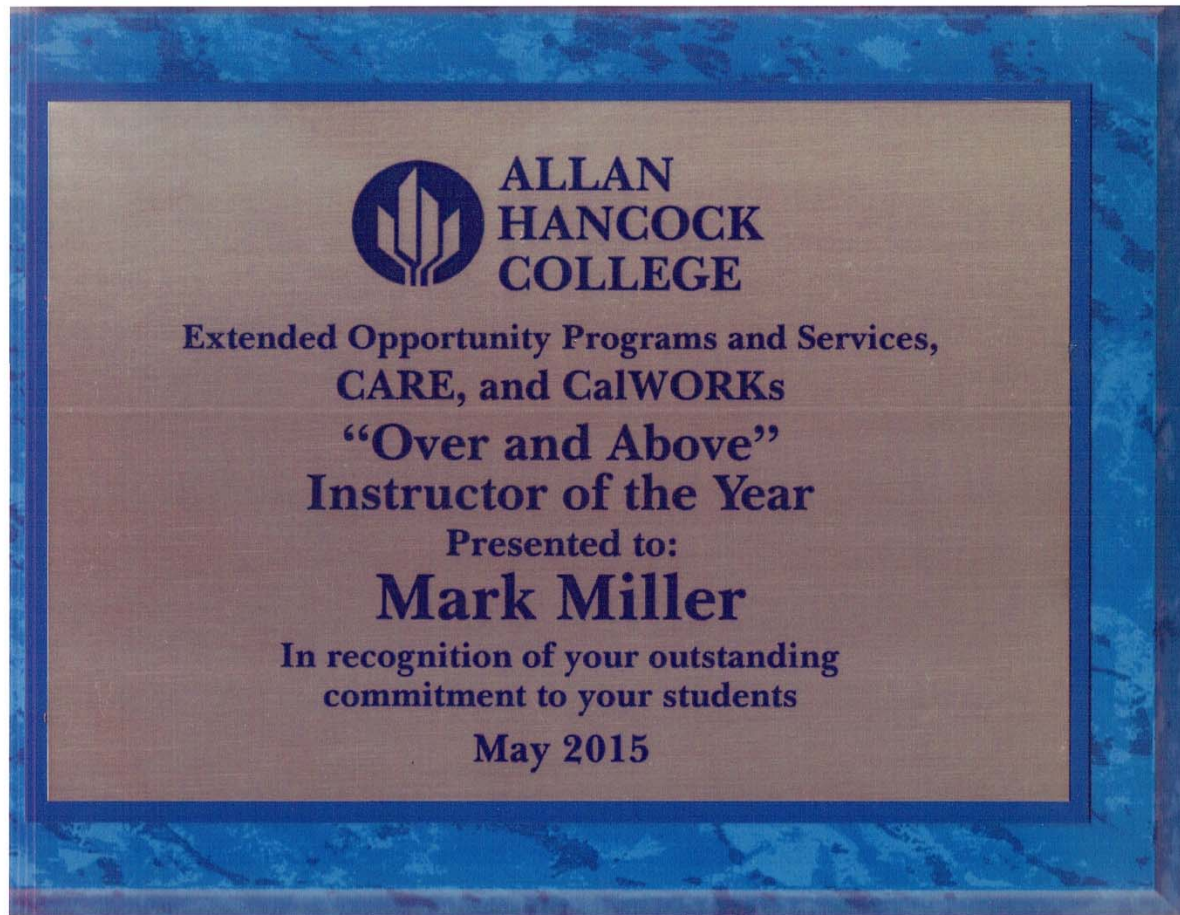
# Part-time faculty meeting Fall 2015, All-Staff day

- 3—4 PM, Room C-31
- Be sure to sign in! We will make sure you get professional development credit!

# Part-Time Faculty Issues Presentation

- Presented by: Mark James Miller
- President, Part-Time Faculty Association of Allan Hancock College, CFT Local 6185
- Member, Executive Board California Central Labor Council
- Former Member, the American Federation of Teacher's Higher Education Program and Policy Council
- Part-time English Instructor at Allan Hancock College since 1995

# Instructor of the Year 2015



# Part-Time Faculty Association

- The Part-Time Faculty Association of Allan Hancock College:
- Founded in 1999
- Affiliated with California Federation of Teachers &
- The American Federation of Teachers, 1.6 million members nationwide, headquarters in Washington, DC
- More information on CFT:
- [www.cft.org](http://www.cft.org)
- More information on AFT:
- [www.aft.org](http://www.aft.org)
- We represent approximately 600 part-time teachers, counselors, librarians, and others, at Allan Hancock College

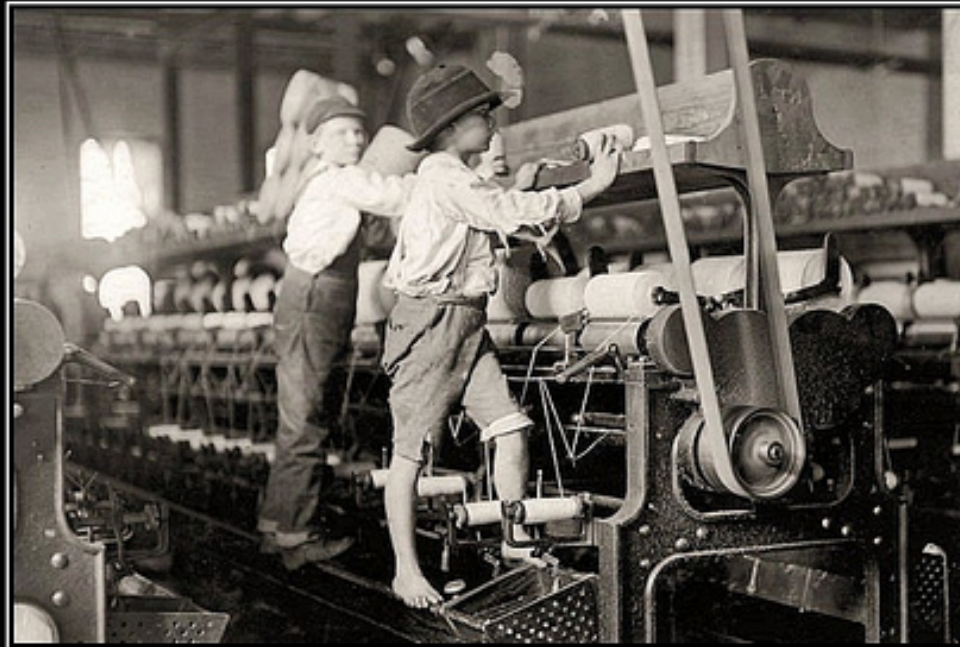
# Association Information

- Address: 426 E. Barcellus, Suite 103, Santa Maria, CA 93454
- Phone: 805-352-0145
- Fax: 805-352-1318
- Email: [ahcpfa@verizon.net](mailto:ahcpfa@verizon.net)
- Website: [www.pfaofahc.com](http://www.pfaofahc.com)
- Executive Board meetings: Every 2<sup>ND</sup> & 4<sup>TH</sup> Thursday, 3—5 PM—Members are welcome!





We're fighting to prevent these days from returning.



## THE FREE MARKET

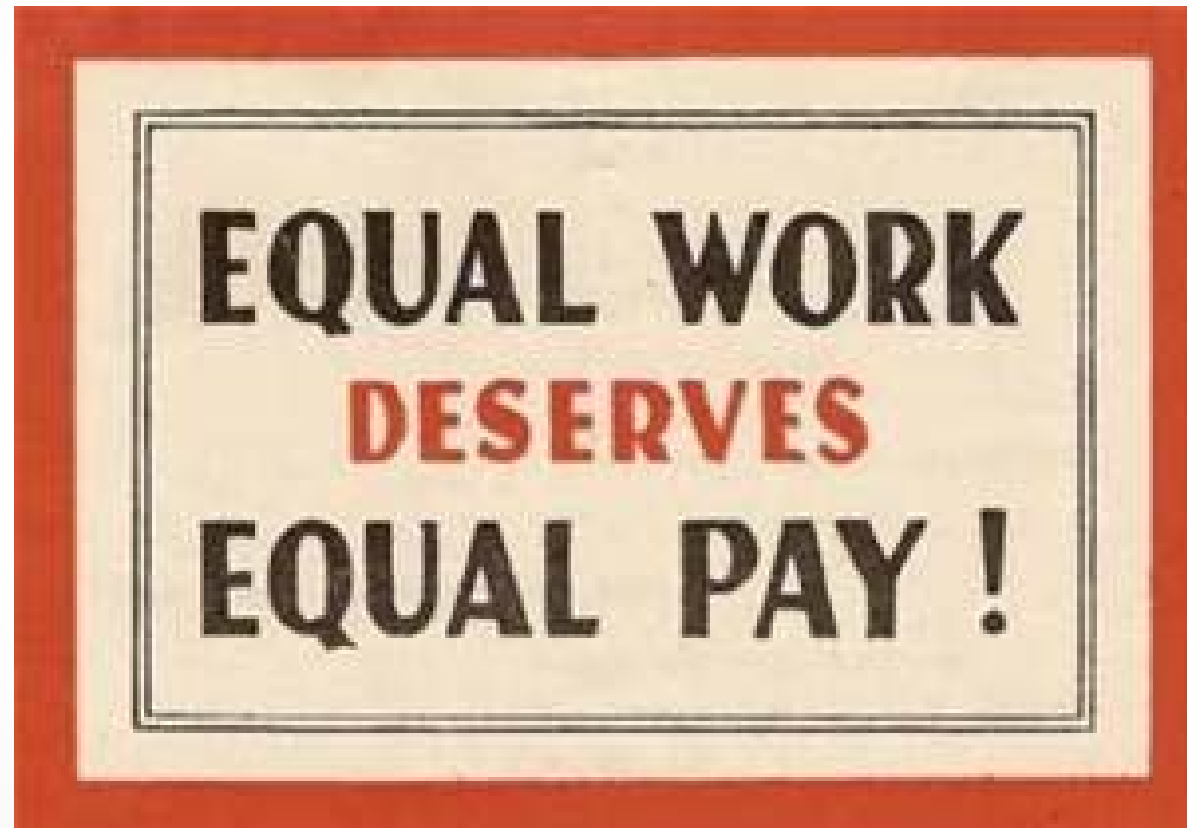
If you don't think free enterprise is a good idea, just remember this:  
Until the government got involved, these kids had jobs!



# Under Attack:

- “Child labor laws are truly stupid.” Newt Gingrich
- Child labor laws, the minimum wage, the 40 hour week, overtime, social security, and the very idea of the right to have a union, are all under attack by politicians.

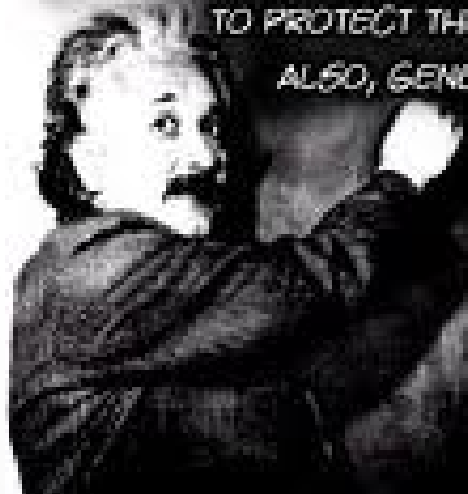
# Equal Pay For Equal Work



# Union Yes!

## EINSTEIN WAS SMART ENOUGH TO JOIN A UNION...ARE YOU?

*"I CONSIDER IT IMPORTANT, INDEED URGENTLY NECESSARY  
FOR INTELLECTUAL WORKERS TO GET TOGETHER, BOTH  
TO PROTECT THEIR OWN ECONOMIC STATUS AND  
ALSO, GENERALLY SPEAKING, TO SECURE  
THEIR INFLUENCE IN THE  
POLITICAL FIELD."*



### **Albert Einstein**

charter member AFT Local 582  
Princeton University, comments  
in 1938 on why he joined union

# JOIN THE FIGHT FOR EQUAL PAY FOR EQUAL WORK

- By joining PFA, you are taking a stand against injustice and inequality.
- Every new member takes us one step closer to achieving our goal of parity!

# Part-Time Instructors:

- Provide the same quality education to our students as a full-time instructor, but do it for half the pay, no benefits, no tenure, no job security (in many colleges), no office or other support.
- The struggle for pro-rata pay is a moral issue—it is wrong to allow this exploitation to continue.

# What We Do

- We bargain collectively with the District
- Negotiated our first collective bargaining agreement in 2001
- We represent our members in the grievance process and in shared governance committees on campus
- We are often complimented by other part-time unions for what we have achieved at Allan Hancock College

# Association information

- We represent all part-time academic employees
- We have a collective bargaining agreement in effect—if you are a member of our bargaining unit you are covered by it
- The agreement is on our website, and on MyHancock website
- Copies available on request

# Accomplishments

- Collective bargaining agreement & Reopeners since 2001
- Grievance process
- Right to a hearing in disciplinary matters
- Paid office hours
- Job security, seniority, and rehire rights
- Participation in shared governance councils and committees
- Distribution of \$62,000 in retroactive pay to a group of our members in 2011
- \$5300 retroactive pay for a member in 2011
- 2012 we succeeded in getting the Public Employees Relations Board (PERB) to issue a complaint against Hancock; resulted in hours being restored to part-time counselors



# New! Free Parking!



# Free Parking

- Starting Fall 2014, members of our bargaining unit will no longer have to pay to park while working at Hancock.
- Previously we had to pay anywhere from \$16--\$22 per year to park at Hancock.

# Evaluations: Only Pool 1

- Only Bargaining Unit Members in Pool 1 will be evaluated through May 30, 2016.
- Pool 2 will not be evaluated per MOU signed Oct. 2013 and renewed July 2015.

# Collective Bargaining Agreement

- 4% increase in spring 2015
- 2% increase in fall 2015
- 2% increase in fall 2016
- 20% increase for service faculty spring 2015
- Office hours increased 50%--45 minutes per week for 20% FTE (1 class); 90 minutes per week for 40% or more FTE (2 classes or more).
- Professional development increasing from 1.5 hours per semester to 2 hours per semester for each semester length class; 4 hours maximum.

# Collective Bargaining Agreement

- Article 13: Part-timers can evaluate other part-timers, in certain circumstances
- Article 17: Disciplinary Action—members must be informed in writing of the purpose of a meeting with supervisor/dean, etc.,

# Pay Dates Fall 2015:

- September 10
- September 30
- October 30
- November 27
- January 4 ?

# Availability Form:

- New line added enabling part-time faculty to indicate their willingness to teach a new class or additional classes, and also if they are available to substitute.
- Spring: Sept. 12; Summer: Jan. 2; Fall: Feb. 1

# First Place 2015





# Best Website 2015



# Pride of the Union 2015

Community College Council



## ***Pride of the Union***

***Mark James Miller***

*for his unwavering dedication to recruiting new membership,  
disseminating equity, fairness information, and negotiating  
a strong three year contract for our local.*

A handwritten signature in blue ink, reading "Richard E. Baker", is positioned above the printed name.

**Richard Baker**

Secretary-Treasurer  
AFT Local 6185

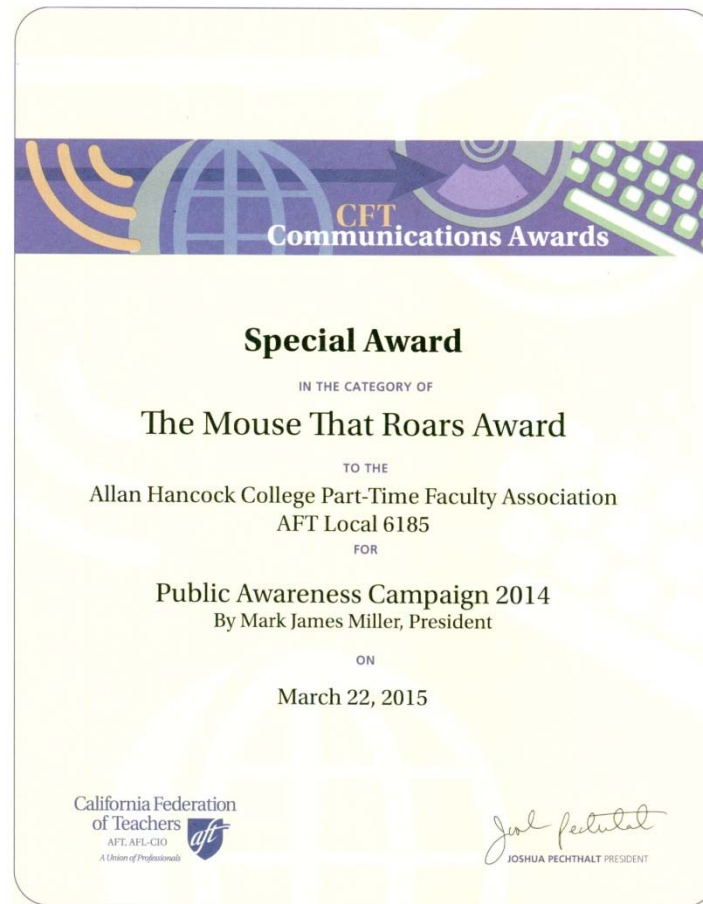
A handwritten signature in blue ink, reading "Jim Mahler", is positioned above the printed name.

**Jim Mahler**

CCC President

**March 22, 2015**

# Special Award



# Pride of the Union Award 2014

President Randi Weingarten  
cordially invites you to attend  
a special reception  
honoring presidents of locals receiving  
the 23rd-anniversary AFT Pride of the Union Award

Thursday, July 10  
3:30 p.m. – 5:00 p.m.  
Los Angeles Convention Center  
Petree C

RSVP by June 25  
to [PrideoftheUnion@aft.org](mailto:PrideoftheUnion@aft.org) or  
AFT Great Lakes Regional Office  
630-468-4099

*Due to space limitations, this invitation is intended for the recipient only*

# 1<sup>st</sup> Place AFT Convention 2014



# 2<sup>nd</sup> Place AFT Convention 2014



# We Are Here For You!

- Evaluations:
- You have the right to object to the person assigned to do your evaluation, and to present a list of alternates
- You can challenge, in writing, any negative comments made about you or your teaching on your evaluation
- You have the right to be notified of any negative materials in your file

# Safety Concerns

- Sometimes safety issues arise, and our members are afraid to speak up.
- We have helped in these situations.



# Troublesome Students

- Sometimes unruly or difficult students are encountered
- Some members have told us they don't feel as if they are getting as much support from the administration as they would like.
- If you encounter a difficult student, be sure to use the Notice of Instructor's Discipline Form and create a paper trail.

# Paycheck Issues

- Making sure you are on the right step and column.
- Paid on time.
- If a mistake is made, payroll would prefer to add anything missing to the next month's check.
- If overpayment occurs, we can help work out a repayment plan.

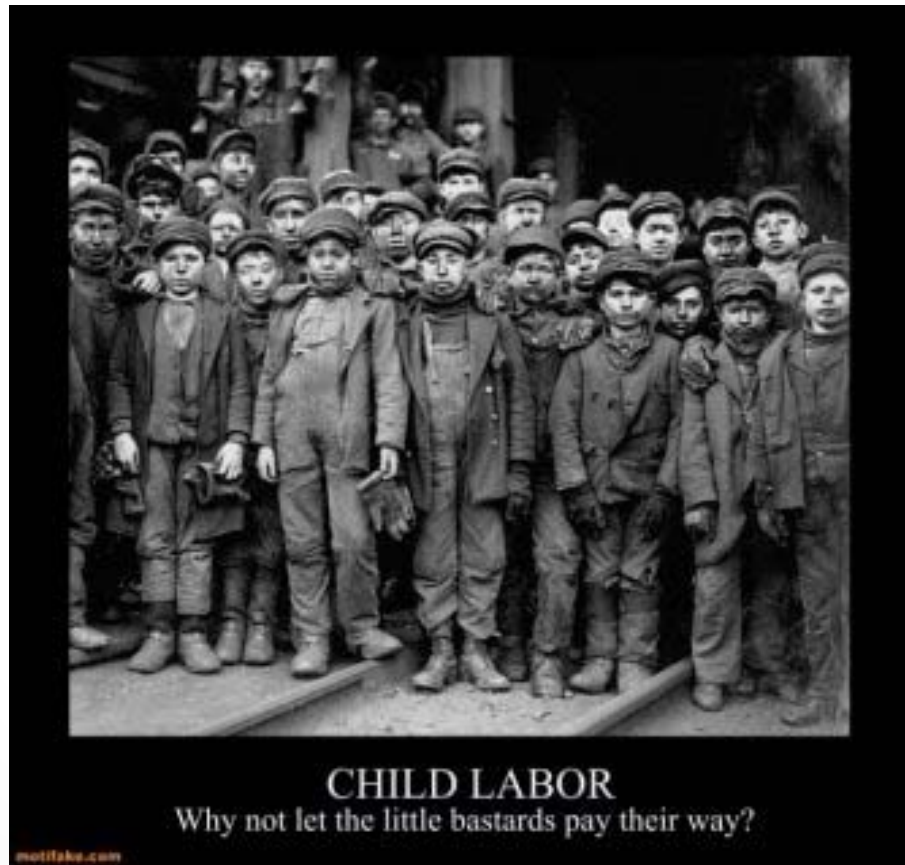
# Americans With Disabilities Act

- If applicable, you have rights under the Americans With Disabilities Act and the California Fair Employment and Housing Act. Contact PFA if you think you need assistance in this area.

# Unemployment

- You are entitled to unemployment insurance during intersessions or if your class is cancelled.
- Cite Cervisi Decision and appeal if denied.

# Against Unions?

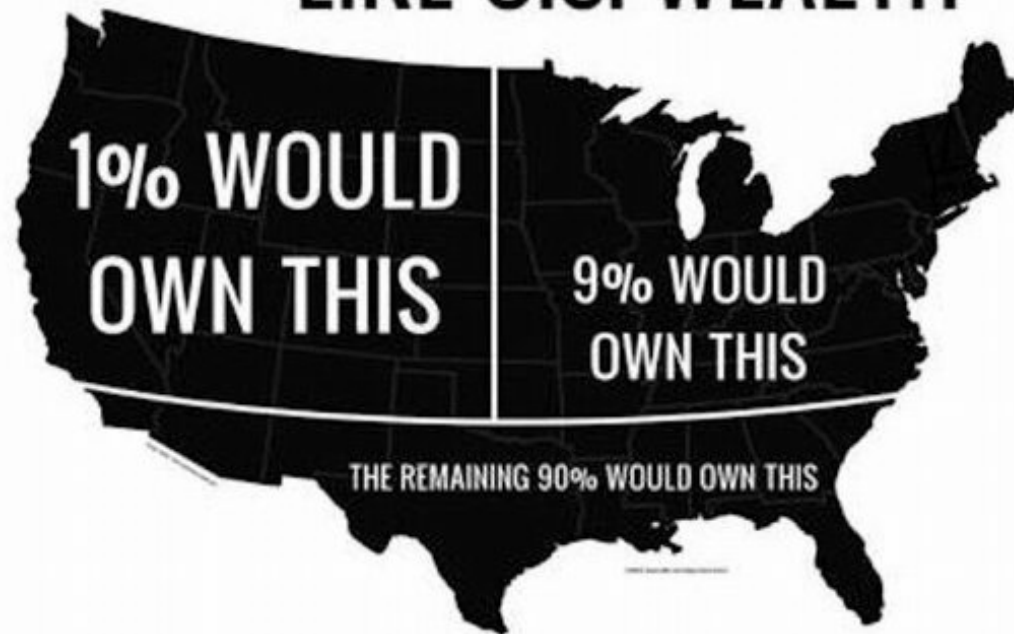


# Triangle Factory Fire, 1911



# Wealth Gap—Decline of Unions

**IF U.S. LAND WERE DIVIDED  
LIKE U.S. WEALTH**



# Against the Union?

- If you are truly against being part of the union, here are some actions you can take to prove your sincerity:



# Against the Union?

- Tell payroll you want to return to pre-2001 pay rate
- Refuse to accept the 20% increase in office hours negotiated in 2013
- Return the state parity funds the union negotiated for you
- Insist on paying for your parking!

# Against the Union?

- Refuse to hold office hours (none existed before the union)
- If non-credit, you will not take advantage of the 5 additional columns on the salary schedule (negotiated in 2013)

# Against the Union?

- Refuse to accept the raises negotiated since 2001
- Refuse to be advanced every two years on the salary schedule and insist on being advanced every three years instead

# Against the Union?

- If you ever feel your rights have been violated, do not seek redress through the grievance process, for none existed prior to the union.

# If you think...

- If you believe we would have gotten all this without the union, then...
- There is a bridge in Brooklyn for sale!

# Highlights of Collective Bargaining Agreement:

- True seniority rights
- Rehire rights
- Improved evaluation procedure
- Right to a hearing and representation in the case of disciplinary action
- Improved sick leave
- Organizational security

# Collective Bargaining Highlights

- Faster advancement on the salary schedule:
- For credit and non-credit faculty, step advancement takes place every two years, summer included
- Prior to this advancement was every three years, summers not included

# Union—Yes!

- Forcing the district to pay our members on time: By law, we must be paid by the 10<sup>th</sup> of each month
- Due to a holiday, followed by a weekend, our members did not get paid until the 15<sup>th</sup> or 16<sup>th</sup> that month
- For people who live paycheck to paycheck, this was a hardship



# Unions—Yes!

- We brought it to the administration's attention and were told, essentially, tough luck—"we've always done it this way."
- We complained to PERB, the district had to pay interest on the days they were late in paying
- This is has never happened again!

# Unions—Yes!

- Without a union to speak up, our members had no choice but to accept this bad treatment
- Anti-union forces will say the law already protects you in a situation like this
- How many people know this specific section of the Ed Code?

# Union Yes!

- How many would be willing to take the risk of demanding the law be enforced?
- Anti-union response: the law protects you from retaliation
- Any lawyer who has worked in this field will tell you retaliation is nearly impossible to prove

# Unions—Yes!

- In 2001 the state of CA, recognizing the parity gap, allocated millions of dollars to the Community Colleges, to be used specifically for part-time faculty
- Hancock's share was approximately \$468,000
- The administration, at first, did not want to distribute this money

# Unions—Yes!

- We insisted, and threatened to file a ULP if they refused
- The administration relented, but said they would only distribute  $\frac{1}{2}$  of it until a settled distribution system was in place
- We once more insisted on all of the money being distributed, and it has been since then

# Unions—Yes!

- In 2008, the district sent out notices to summer school teachers that they would be paid in two equal installments for their summer work
- When the first paychecks were issued, people were shocked to discover they were for  $\frac{1}{3}$  of their summer pay, rather than  $\frac{1}{2}$

# Unions--Yes

- When the PFA asked what was going on, we were told the notice of two paychecks was a mistake, and they were following their usual practice of paying for summer classes in three installments
- PFA protested and pointed out they were violating the law

# Unions--Yes

- The district had to relent, and pay out supplemental paychecks and pay the remainder in one installment



# Benefits of Membership

- Low interest credit cards
- Vision care
- Dental care
- Pet insurance
- Travel discounts

# Coverage?

- Disability Income
- Term Life Insurance
- Universal Life Insurance
- Many other benefits
- Brochures available today and from the PFA Office
- More information can be found at:
- [www.aft.org/benefits](http://www.aft.org/benefits)

# Unemployment

- As a part-time community college instructor, you are entitled to unemployment compensation—in the summer and during semester breaks.
- Apply on line at: <http://www.edd.ca.gov>
- If told you are ineligible because you are a school employee, cite the Cervisi Decision

# Cervisi Decision 1989

- Cervisi v. Unemployment Ins. Appeals Bd. , 208 Cal.App.3d 635
- [Nos. A038877. Court of Appeals of California, First Appellate District, Division Four, Feb. 1, 1989
- Appeals court determined that part-time community college instructors do not have “reasonable assurance” of employment and thus are eligible for unemployment benefits.

# Americans With Disabilities Act

- If applicable, you have rights under the Americans With Disabilities Act
- Contact PFA for more information

# The End!

