

Part-Time Faculty Association of Allan Hancock College

PARITY & FAIRNESS THROUGH ADVOCACY



Part-Time Faculty Association of Allan Hancock College Information Sheet

The Part-Time Faculty Association of Allan Hancock College was formed in 1999, when the part-time instructors voted 87% to 13% to organize themselves into a union.

The PFA represents all of the part-time faculty, counselors, librarians and any other academic workers at Allan Hancock College who are not employed full-time.

The PFA is affiliated with the California Federation of Teachers and the American Federation of Teachers, with 1.6 million members nationwide.

We are governed by an Executive Board elected by our members.

We hold Executive Board meetings from 3:00 – 5:00 PM on the 2nd and 4th Thursday of each month.

The Part-Time Faculty Association bargains collectively with the Allan Hancock Community College District on behalf of its bargaining unit members, and represents its members with a collective bargaining agreement.

We represent our members in a grievance procedure if the collective bargaining agreement has been violated.

Part-time faculty teach approximately 50% of the classes at Allan Hancock College.

Part-time teachers make up approximately 70% of the instructors at Allan Hancock College.

Part-time teachers do not have medical benefits or paid vacations, and typically are paid only half of what full-time teachers earn.

Part-time teachers have no office space, and must prepare classes and grade their students' work on their own time.

Thanks to the Association's efforts, part-time instructors at Allan Hancock College now have a grievance process, rehire rights, job security, paid office hours, improved sick leave, and many other improvements that did not exist before the union was formed.

Among our accomplishments:

A Collective Bargaining Agreement
A 76% increase in pay since originally organizing
Participation in shared governance councils and committees
2009 saved hours for non-credit ESL instructors
Distribution of \$62,000 in retroactive pay in 2011
May 2011 negotiation \$5300 retro pay settlement for a member
2012 restoration of hours for part-time counselors, cut in 2011
Addition of parity funds to salary schedule, for Fall 2013
Five additional columns for non-credit salary schedule, 2013
Office hours pay increased from \$25 to \$30 per hour, 2013
Free parking beginning Fall 2014
An 8% across-the-board increase in pay for 2015–2016
An additional 20% increase in pay for service faculty, 2015
A 1.56% across-the-board increase in pay, retroactive to Fall 2017
Creation of a new classification for eligible part-time instructors, “Associate Faculty,” which includes
 a 6.56% increase in pay effective Spring 2018 and an additional step on the salary schedule
A 1.79% increase across the board Fall 2018

Contact Information:

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Executive Board:

Mark James Miller, President
James Houlis, Vice President
Martin Faries, Secretary/Treasurer
Daniel Clardy, Member-At-Large
Domenica Devine, Member-At-Large
Fred Manzo, Member-At-Large
Monique Segura, Member-At-Large
George Torbert, Member-At-Large
David Yundt, Member-At-Large

Wes Davis, CFT Area Representative