



More work must mean more pay

Districts try to coerce adjuncts into doing work for no pay

ON THE LAST DAY of the spring semester, an adjunct in the Los Angeles area received an email from her department chair requesting that faculty take a training course over the summer in online teaching because the course she had been teaching for 20 years was going to become a hybrid course to save the college money.

Those who did not take the training would not be allowed to teach in this department in the future. The cost of the course would be reimbursed but the time spent on the 60 hours of training as well as the hours of setting up the online course over the summer and demonstrating proficiency were to be done without pay. Some chose to take the training; others did not.

“This intense kind of training during unpaid hours in the time and place designated by the employer should be com-

pensated,” says Phyllis Eckler, co-chair of the CFT Part-Time Committee. “In the corporate

world, when a company needs to update the skills of its workers it is usually done on the

Commission’s fall 2012 deadline for reaching proficiency in SLO assessment.

As colleges strive to save money, their reliance on part-time faculty means that departmental responsibilities more and more often fall on the shoulders of adjuncts. “Some departments have no full-time faculty at all, so adjuncts are expected to take up the slack,” says Eckler. In Los Angeles, when adjuncts received a notice that they were to attend a “mandatory meeting” to work on SLOs, the union filed a grievance and won.

Regular contract faculty, she points out, receive salary increases as they move along the columns based on earning higher education units. This is not the case for adjunct faculty in most districts, where no additional pay is earned for taking additional coursework or training, with the possible exception of a small stipend for a doctorate degree.

“We want to be thought of as professionals who keep up with the latest trends in education and participate in the ongoing work of the department and the college,” says Eckler. “However, we also want to be compensated for the hours we work. This is the kind of exploitation that unions are here to protect employees from.”



ESTELLE CAROL

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In districts throughout the state, adjuncts are expected to take on extra tasks without pay. They are asked to participate in program review and assessment activities regarding Student Learning Outcomes, especially in light of the Accrediting

Another significant step forward

California legislators pass FACE as statement of intent

AFTER TIRELESS EFFORTS

by CFT lobbyists and members to educate state legislators about the need to change the inequities facing part-time temporary faculty in the community college system, the Legislature in August adopted Assembly Concurrent Resolution 138 on a bipartisan vote.

ACR 138 expresses the intent of the Legislature that part-time and temporary faculty should receive pay and benefits that are equal to those of tenured and tenure-track faculty, and that 75 percent of community college faculty should be tenure-track. Although ACR 138 is a resolution and not a law, it shows that legislators are paying attention to the inequities in the current staffing system in our colleges and believe that it is wrong.

Now it will be up to the CFT



Community College Council to come up with strategies to get local governing boards to put teeth into the resolution.

“The historic passage of ACR 138, after four years of effort, marks the end of the beginning of gaining traction with legislators about the need to hire additional full-time faculty, end the exploitation of part-time faculty, and acknowledge that student success depends upon an engaged and committed faculty,” says CFT Legislative Director Judith Michaels, who worked diligently in Sacramento for its passage.

“We must take this resolution forward into our districts and continue to discuss it at bargaining tables, with our

and College Excellence campaign, a two-pronged approach that has connected collective bargaining with action in state legislatures. Michaels says ACR 138 is now part of the foundation for these efforts. She also congratulated all the activists who were instrumental in making academic staffing a legislative priority in California.

Carl Friedlander, president of

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Judith Michaels, CFT Legislative Director

colleagues in other segments of education, and in the political arena.”

ACR 138 is California’s response to the AFT’s Faculty

the Community College Council, says ACR 138 “will certainly be helpful in statewide and local advocacy for the goals and principles of FACE.”

Part-Time Committee keeps thorny overload issue alive

A RESOLUTION PASSED at the CFT Convention last spring urged CFT to support a limit on full-time faculty overload. Members of the CFT Part-Time Committee, which crafted the resolution, are committed to solving what they see as an unfair practice that can be devastating to part-time faculty.

“As a part-timer for 13 years, I have to teach every available semester I can just to touch the bottom edge of the starting salary full-time faculty get for two semesters without overload or intersession,” says Mike Dixon, Ventura County Federation of College Teachers, and a member of the committee. When full-

timers take overloads, not only do adjuncts lose income, but they may also lose their eligibility for health benefits.

In addition, when a great many classes are taken by full-timers, it creates a glut of part-time instructors without assignments, struggling for a limited number of classes, thus making it easier for administrators and chairs to treat part-timers as expendable.

Concern about whether full-time faculty can teach extra classes and still be available to students and fulfill their required commitments to the college has led some districts to negotiate limits on overload.



Mike Dixon, Ventura County Federation of College Teachers and member of the Part-Time Committee

There are precedents around the country.

In Austin, Texas, overload in the community college district is capped during both the regular academic year and in the summer. Faculty must be “in good evaluative standing” to be eligible to teach overloads and may not take a second overload section prior to adjuncts who

have special hiring priority.

City University of New York allows faculty without reassigned time to be eligible for an overload assignment (limited to one course of up to four classroom hours per semester) only when the assignment is determined to be in the best interest of the college and to serve a specific academic need.

“The real underlying problem is that California legalized a classic union-busting tactic of divide and conquer when they created the separate and unequal full-time and part-time faculty status,” says Dixon. “That is why we need legislation to fix what legislation has broken.”



FreewayFlyers

Peralta adjuncts win parity pay owed

THANKS TO PRESSURE from the Peralta Federation of Teachers and its members, faculty in the Oakland district received the state parity money for 2009-10 that the district had been withholding from their paychecks.

Citing the state's announcement last spring of "flexibility for categorical funding," the district administration decided it did not have to pay the state equity differential, which has been disbursed to part-timers (and full-timers for their overload) at the end of each fiscal year, according to provisions in the bargaining agreement.

There was no prior announcement of this decision, but when part-timers did not receive checks on June 30, it became apparent that the district was

not planning to distribute the parity money. The amount has fluctuated since the increase was negotiated in 2002, but it represents around 5 percent of part-time/overload pay for the academic year.

There was a flurry of protest over the email system and at a board of trustees meeting. The union arranged to move ahead with arbitration, and its attorney wrote a memo to the board pointing out to the district that it would surely lose in arbitration because the collective bargaining agreement would prevail.

Through the summer, union leadership and members continued to press for the distribution of the parity funds. On September 15, faculty received their overdue parity pay.

Faculty at College of Marin soundly reject tentative agreement

MEMBERS OF United Professors of Marin have voted 82 percent to 18 percent to reject a tentative three-year contract offer, the result of four years of negotiations, and the longest period of factfinding in the state of California, according to local President Ira Lansing.

Faculty say the proposal contains numerous givebacks in pay, health benefits, and academic freedom. For the first-time, district contributions to health benefits would be capped at a dollar amount, creating a burden for those with dependent coverage.

Part-time faculty are particularly concerned about the tentative agreement's provisions. The proposal would lengthen the time adjuncts

would have to wait to be placed on a seniority list from two semesters in one year to three semesters in three years. A single written student complaint could trigger an evaluation of a part-time instructor.

The district may now either impose its last best offer or one written by the mediator carrying out factfinding. Or both sides can go back to the negotiating table.

At public meetings attended by over 100 of the approximately 300 faculty who teach at the College of Marin, members have urged union leadership to take job actions if management imposes this contract. "Faculty need to realize that they have to give the district a reason to go back to the table," says Lansing.

Adjuncts elect State Disability Insurance coverage under new state law

PART-TIME FACULTY in two California community college districts — Ventura and Peralta — recently voted to participate in the State Disability Insurance program, each by a vote of over 80 percent. A coalition of community college advocacy groups, including CFT, lobbied to ensure passage of AB 381 last year to make SDI an option for part-time faculty in the colleges.

The law makes it possible for only the part-time faculty



within a bargaining unit to elect to join the SDI program. Previously, all faculty in a unit had to agree to join SDI and take a 1.1 percent deduction in their salary to cover the cost of the insurance, which provided minimal

benefit to full-time faculty.

SDI provides short-term benefits for physical or mental illness or injury or a disability resulting from elective surgery, pregnancy, childbirth, or a related medical condition. It also includes Paid Family Leave, which replaces income to care for a sick relative or bond with a new child. SDI offers 10 weeks for pregnancy disability and up to 52 weeks for non-work related illnesses.

In addition, under AB 381,

if a part-time faculty member were receiving unemployment at the time of the disability, which would make one ineligible for continued benefits, the person would begin receiving SDI instead.

In the coming year, the Los Rios, San Jose/Evergreen, San Francisco, San Mateo, El Camino, and Cabrillo districts will hold elections on SDI.

> *If you are interested in obtaining SDI coverage for part-time faculty in your district, talk to your local union leaders.*

Adjunct task force presents new options Part-timers to see big change in CalSTRS calculations

A CALSTRS TASK force has been meeting for over a year to explore potential solutions to retirement issues facing adjunct faculty. One critical problem in the Defined Benefit program is the difficulty of determining how to calculate service credit

one actually received, including overload teaching, intersession pay for full-time faculty or extra stipends) for the annual earnable in the complicated formula for determining service credit and final compensation.

Option 2: Uses a load per-

centage rather than an earnings ratio to determine service credit in CalSTRS Defined Benefit. This takes into effect the disparity between departments that have different full-time load requirements, such as English with 12 hours and physical education with 18,

and the present Cash Balance plan. It would accrue interest at a fixed rate and have immediate vesting. This benefit could be lifetime if taken as an annuity but unlike DB, more money probably would not be paid out than was actually in the account. CalSTRS will be survey-

ing districts to determine the impact of these three models and determine how they would be implemented, including whether current DB members would remain in the program or be converted to the new model.

If one of these options is adopted, there is a possibility that the current CB and DB options would no longer be available. However, any change in retirement must go through the Legislature first. The task force will recommend a plan that would be incorporated into legislation in 2012.



The aim of the task force is to find the best way to simplify and accurately report CalSTRS contributions and present one plan that is fair and easy to administer.

and final compensation, as well as how to convert unused sick leave to service credit. This is complicated because many part-time faculty work in multiple districts, which use different means of calculating retirement benefits.

The aim of the task force is to find the best way to simplify and accurately report CalSTRS contributions and present one plan that is fair and easy to administer. It has narrowed down the possibilities to three options, one of which will be selected when the task force meets again in January.

Option 1: Uses a set formula based on a set monthly wage for accruing service credit and the highest three years (which do not have to be consecutive) of paid salary (which means as much as

percentage rather than an earnings ratio to determine service credit in CalSTRS Defined Benefit. This takes into effect the disparity between departments that have different full-time load requirements, such as English with 12 hours and physical education with 18,

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New options on the table for calculating benefits

OPTION 1: Uses a set formula based on a set monthly wage for accruing service credit and the highest three years (which do not have to be consecutive) of paid salary.

OPTION 2: Uses a load percentage rather than an earnings ratio to determine service credit in STRS Defined Benefit.

OPTION 3 is a combination of the Cash Balance and Defined Benefit plans. The contribution rate would be 8 percent by the employee and 8.25 percent by the district. This would be similar to a 401K and the present Cash Balance plan.

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