



Special points of interest:

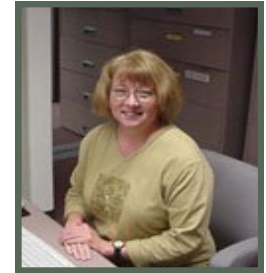
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Volume IV, Issue 2

April 2014

SOCCCD FACULTY ASSOCIATION Faculty Association News

What the SOCCCD Faculty Association has accomplished and what we need to do in the future—by Paula Jacobs



I first joined CTA in 1974 when I was a high school teacher at Palm Springs High School in Palm Springs, CA. I started getting more involved in the SOCCCDFA around 1997, first as a Representative Council Member, and then became the Saddleback Grievance Chair in 2000, when Lee Haggerty became president for the first time. I continued to serve as grievance chair until 2010 when I was elected president-elect. I also served as secretary from 2008-2010. From 2003 - 2012 I served as a CTA State Council Representative and I was elected to the CCA Board of Directors in 2009. I will complete my third term next year. I was appointed CCA Conference Chair earlier this year.

I don't consider myself a strongly political person, but I've come to believe the saying "Just because you don't take an interest in politics, doesn't mean politics won't take an interest in you!" I'm amazed that unions are being blamed for every economic problem that exists today. I hope some of our newer faculty will step forward and take on leadership roles in our association. Don't wait until something bad happens!

What has been accomplished in the last two years? With a collaborative effort of the faculty and the Executive Committee, we have accomplished several things. We successfully re-elected Bill Jay to the BOT and got Jim Wright elected. We contributed to the effort to get Prop. 30 passed and Prop. 35 defeated. We also were successful in securing some permanent office space for the Association (although the renovation is going very slowly!), selected a strong negotiating team and are making the necessary preparations for contract negotiations. We have continued to increase our membership, established a series of workshops that are helpful to our part-time faculty members, revised our Standing Rules for election of PAC representatives, successfully maintained teaching load for counselors, successfully established when re-assigned time begins for faculty with required extra duty days, and resolved some of the on-going is-

ssues with department chair stipends (but there is still work to be done in this area). In addition, we have been successful in strengthening our relationship with CTA and CCA, encouraged the participation of more faculty in CCA and local activities, established an Organizing Committee, and improved communications in general, by reaching out to new full-time faculty through a Flex Week luncheon program and part-time faculty by attending the Flex Week part-time faculty dinner. We have heightened our visibility by giving out a lot of swag, improved our financial record-keeping system, increased part-time faculty interest and participation in the Association, and dealt with a number of difficult legal matters affecting faculty members.

What needs to done in the future? We need to successfully negotiate a new contract that protects insurance benefits, increases compensation, and provides more parity in working conditions and compensation for part-time faculty. We need to continue to increase our membership and encourage participation in the Association, particularly with new and younger faculty to develop future leaders. We need to maintain our strong relationships with CTA and CCA. We need to continue to elect and re-elect public education-friendly trustees. We need to protect and preserve our rights to exist and operate as a public employee union. We need to review our By-laws to make sure we are adequately representing and serving our membership. The leadership needs to continue to work collaboratively and be responsive to the membership.

- Paula Jacobs, President

"I hope some of our newer faculty will step forward and take on leadership roles in our association."

Negotiations News

On March 31, 2014, the Faculty Association presented our initial contract proposal to the board of trustees. This marks the beginning of the negotiation process for the 2014-2017 contract. The public will now have a chance to provide feedback on the proposal at the April 28 board meeting during public comments. The district will also be presenting its initial proposal at the April meeting.

Over 30 members of the FA showed up on March 31 to show their support as we enter into negotiations, and we are asking members to come on April 28 as well. Pick up your green “Faculty Unite” t-shirts at the Faculty Gathering at Garman’s or outside the board room just prior to the meeting.



Negotiating Team Members (from left to right): Parisa Soltani, Susan Bliss, Samantha Venable, Bill Billingsley, Lewis Long, Jenny Langrell, and Mark Blethen.

Know Your Contract: What is a Grievance?

A grievance is defined as a formal allegation regarding **a violation, misapplication, or misinterpretation of the collective bargaining agreement against a faculty member.** In other words, if you *think* your rights under the contract have been violated, you might have a grievance.

As a faculty member, you should familiarize yourself with all articles of the contract so that you will know if your rights are being violated and can seek assistance from the Faculty Association. Article XXV of the contract discusses the grievance procedures. Grievances can involve any portion of the contract, including but not limited to workload, schedules, overload assignment, and salary.

If you feel that your rights under the contract have been violated, your first step should be to contact the grievance chair at your college, who will both help you to interpret the contract and assist you with the process. Currently the grievance chair at Saddleback College is Lee Haggerty and the grievance chair at Irvine Valley College is Kathy Schmeidler. Ideally, an equitable resolution will be reached informally. If this is not possible, the grievance chair will work with you in the filing of a formal grievance.

There are timelines related to grievances, so time is of the essence. According to the contract, faculty mem-

bers have one year from the date of the violation to file an official grievance. Therefore, you are encouraged to involve the Faculty Association as soon as you suspect a violation.

By law, faculty members have the right to have a member of the Faculty Association present whenever their dean or other administrator asks for information that can be used as the basis for discipline. This is referred to as **Weingarten Rights**. Therefore, we recommend that you involve the grievance chair in all meetings relating to a grievance or possible disciplinary actions.

Please note that grievances can only be filed against members of the administration, not against another faculty member.

To view the current contract, go to the Faculty Association website at <http://www.socccdfa.net/Documents.html>.



Six Ways Unions Build a Strong Middle Class

Middle-class Americans are **more prosperous when more workers in our communities are unionized**. But today **only 12 percent of Americans are union members** — a record low. Here are six ways unions build a strong middle class:

More power in the economy

Unions raise wages and benefits

Workers who join unions **earn 15 percent more** — or \$2.50 more per hour — than nonunion counterparts. Union membership is also associated with a 19 percent increase in the likelihood of having employer-provided **health insurance**, and a 25 percent increase in having employer-sponsored **retirement plans**.



Unions build career ladders to the middle class

Fifty-six percent of unionized workers have access to work-related **education assistance**, compared to 48 percent of nonunion workers. Also, when unions are involved, training is of higher quality, enhances job stability, and is more likely to help advance workers' careers across multiple employers.



Unions ensure middle-class workers are represented in corporate decision making

Unions help create internal balance in corporate decision making. If unions were stronger today, corporations would consider how middle-class workers were affected when making major decisions.



More power in government

Unions promote political participation

For every 1 percent increase in union density, **voter turnout for all Americans increases by 0.2 to 0.25 percent** — and even more for minorities and the nonwealthy. If unionization rates were 10 percentage points higher in 2008, 2.6 million to 3.2 million more citizens would have turned out to vote.



Unions help balance the disproportionate influence of corporations and trade associations on Congress

But as unions have weakened, corporations — rather than the middle class — dominate American elections. In 2010, corporate and trade association Political Action Committees outspent labor by \$218 million and the difference in lobbying expenses was over \$2 billion. And these gaps are just the tip of the iceberg, especially now that the Supreme Court has legalized virtually unlimited corporate spending on campaigns.



Unions help ensure policies that benefit the middle class

It would be hard to exaggerate the influence that the labor movement has had on creating and maintaining that social safety net that undergirds the American middle class. Labor's support has been to key to passing minimum wage laws, unemployment insurance, Social Security, Medicare, the Civil Rights Act, the Equal Pay Act, the Occupational Safety and Health Act, the Family and Medical Leave Act, the Wall Street Reform and Consumer Protection Act, and the Affordable Health Care Act, among others.



Center for American Progress Action Fund

AMERICAN
WORKER PROJECT

Edited version; original article:

<http://www.americanprogressaction.org/issues/labor/news/2011/09/23/10352/info-graphic-six-ways-unions-build-a-strong-middle-class/>



W.H.O. Award Recipient—Kathy Schmeidler

The Community College Association W.H.O. (We Honor Our Own) award will be presented to Kathy Schmeidler on Saturday, 4/12, at the CCA conference.

Dr. Katherine Schmeidler has taught Biology at Irvine Valley College since 1995, and has served her colleagues in many roles, including as Staff Development Coordinator, Curriculum Chair, and currently as Academic Senate President, and for the last fourteen years, as Grievance Chair. She has truly been an unsung hero, especially given the difficult administrative atmosphere during most of her tenure. She is expert at quietly resolving problems—using unflappable calmness and humor—before they become grievances, earning the respect of colleagues and administrators alike. When conflicts become formal grievances, her knowledge of law and contract, and her incisive logic and articulateness, make her an effective advocate. Last year, she persuaded the Board of Trustees to reject an administrative recommendation, gaining tenure for two unjustly targeted probationary faculty members. Kathy's unobtrusive, effective leadership makes our college a much better place for faculty to teach, and for students to learn.

- *Lewis Long*, SOCCCD Faculty Association Past-President and Chief Negotiator



Membership Information

TAX REMINDER: State and local union dues (CTA and SOCCCDFA respectively on your pay stub) are tax deductible. Consult your tax professional for details.

Do you work less than 3 OSH per semester?

If so, you might be eligible for reimbursement for all or some of your dues for each semester. For details, please contact Loma Hopkins, Membership Chair at lhopkins@saddleback.edu or 949-582-4779, or visit the Part Time Faculty page on our website: www.socccdfa.org

ARE YOU A FEE PAYER OR A MEMBER?

What is the difference?

If you have received a CTA Membership Card from us for 2013-2014, you are a Member. If not, you probably are a Fee Payer. Fee Payers have not signed and submitted a Membership Enrollment Form, but have the same amount of money deducted from their paychecks as Members.

Why would you care?

One of many reasons is **ONLY MEMBERS CAN VOTE**. We are approaching a time when you will have an opportunity to cast votes in determining many things that will affect your future work situation at Irvine Valley College or Saddleback College.

Soon we will be electing officers and those who will represent you at our Representative Council meetings and at our Political Action Committee meetings. An election will be held this November for multiple SOCCC District Board of Trustee seats; your leaders/representatives will be determining who the Faculty Association will endorse and sup-

port. The Board of Trustees has a greater influence in the quality of our work lives than any other local influence. They set district policies, approve budgets and make the final decisions about hiring and firing employees, including district administrators who supervise faculty and our classified colleagues.

At the Board of Trustees meeting on March 31, we opened the process of negotiating the next faculty contract. Only Members will be able to vote on whether or not to ratify a negotiated contract for the future.

If you are a Fee Payer, please see our website (www.socccdfa.org) to fill in, print out and then sign a Membership Enrollment Form. Send the completed form via campus mail to Loma Hopkins, DSPS, SSC 120, Saddleback College, or mail to: SOCCCD Faculty Association P. O. Box 4800, Mission Viejo, CA 92690.

If you have questions about your membership status, please contact Deyanira Gonzalez, Administrative Assistant, at socccdfacultyassociation@gmail.com or 949-582-4988 or Loma Hopkins, Membership Chair, at lhopkins@saddleback.edu or 949-582-4779.



Save the Dates

- ◆ **Week of April 14, 2014 through April 18, 2014: Faculty Association Officer Elections**
- ◆ **Friday, May 2, 2014 12 – 2 p.m. Unemployment Workshop for Part-Time Faculty**
Location: SVEA offices,
Address: 25201 Paseo de Alicia, Ste. 150, Laguna Hills 92653
- ◆ **Reminder: Every Monday prior to the Board meeting join your fellow SOCCCDFA members for food, drink, and conversation**
When: Mondays at 4:30 (April 28th; May 19th)
Location: Garman's Restaurant and Pub
Address: 27567 Puerta Real, Mission Viejo, CA 92691

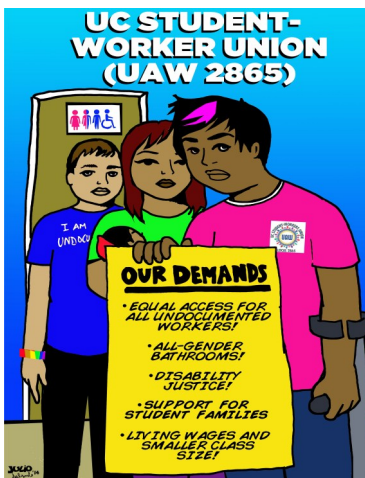
Labor Board Rules that Football Players at Northwestern University Can Unionize

Chicago's National Labor Relations Board ruled that football players at Northwestern University are considered employees and can unionize. Northwestern University challenged the petition and plans to appeal the ruling. The players' petitioned to unionize in order to gain a seat at the bargaining table. The board's decision was based on the evidence presented that indicates that they are considered employees of the university due to the fact that they are paid in the form of scholarships, work between 20 and 50 hours per week, and the fact that they generate millions of dollars for the institutions. The players stated that they want to bargain for better medical coverage, concussion testing, four-year scholarships, and the possibility of being paid. The appeal will likely take years to resolve.



“The players' petitioned to unionize in order to gain a seat at the bargaining table.”

TAs at the University of California Campuses Strike Over Unfair Labor Practices



On April 6, graduate students teaching assistants at many of the University California campuses engaged in a work action, leading to a number of arrests on some of the campuses. The UC Student

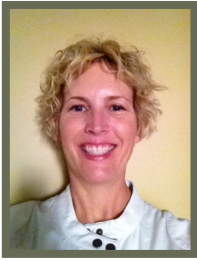
-Workers Union, representing over 13,000 teaching assistants, tutors and readers on UC campuses statewide, has been in collective bargaining negotiations with the UC system since July 2013 over wages, workload, better childcare benefits and

payment for undocumented students, among other issues. The union filed two unfair labor practice complaints in recent months, one which claimed the UC refuses to negotiate on decreasing class sizes. The other claims the UC intimidated its workers as they prepared for a sympathy strike in November 2013 with unions representing UC service workers.

For more information on this strike and the union's demands, visit their website at <http://www.uaw2865.org/>.



Part-Time Faculty News



There's a movement happening across the nation. Part-time faculty are organizing to demand better working conditions, including parity pay, paid office hours, and rehire rights. Organizations representing part-time faculty at two-year and four-year institutions are

joining forces to change the disparity between full-time and part-time faculty and are fighting to create an equal working environment for all faculty. In California, the movement is bigger than ever, as many community colleges throughout the state are making big strides in their fight for parity for all faculty. Recently, Butte College successfully negotiated seniority rehire rights for part-time faculty. Rio Hondo College successfully negotiated a single pay scale for all faculty replacing the two-tiered system. Mt. San Antonio College successfully negotiated paid office hours, while the Coast Community College District pays part-time faculty for attending mandatory meetings.

In addition to successful negotiations, the plight of part-time faculty is gaining more attention from law makers, as a congressional report was recently released entitled, "Just in time Professor" which focuses on the inequality of part-time faculty in higher education. Awareness of part-time issues is appearing almost daily as the amount of press our situation is receiving has increased tremendously. Recently, both NPR and the PBS News Hour have spotlighted stories on part-time faculty issues in our state and across the country.

With this said, I am often asked by my part-time

peers, "What is our faculty association doing for us?" as some part-time faculty in our district have a perception that their workplace issues are not being represented. This misunderstanding couldn't be farther from the truth. In the past three years, our faculty association decided to add a part-time faculty representative to its executive board (the position that you have so graciously entrusted me to hold); we have formed a part-time faculty issues committee (which among other items is currently working on a part-time faculty orientation which we will host in the fall semester and will be offered at the beginning of each fall and spring semester); the number of workshops we host continues to increase as we are always looking for topics that are pertinent to part-time faculty; and most important, we have more than doubled the part-time faculty membership in our faculty association. This might not seem important to you, but it is. We have accomplished more these last few years than we ever have in the district.

So what's next for part-timers and our faculty association? We are currently taking action to close the gap between part-time and full-time faculty as we presented our contract proposal to the Board of Trustees at the March 31st meeting. This proposal addresses the disproportionate working conditions which part-time faculty have been working under for years. This is the most important time for part-time faculty in our district and the faculty association needs your help. We need to start our activism by supporting the faculty

(Continued on page 8)

**Part-time
Faculty.
Full-time
Impact.**

Part-Time Faculty News (continued)

(Continued from page 7)

association as they stand up for us. Complete a membership form and become an official member of the faculty association. Attend a faculty association representative council meeting at least once a semester. Help us increase our presence at the Board of Trustees meetings. Voice your concerns to the Board of Trustees at the “Trustee Listening Sessions” which the board will be hosting April 30 at both campuses. It’s hard for us to fight for fair working conditions without your support. Let’s show the Board of Trustees that we are united.

- *Beth Clary*, Part-Time Faculty Chair

You should pay CCA, CTA & NEA dues at only one educational institution, your “primary” place of employment. Each educational institution has its own unique local union. You will need to pay separate local dues for each district where you work.

Email Loma Hopkins for additional information.
lhopkins@saddleback.edu



SOCCCD FACULTY ASSOCIATION

UNEMPLOYMENT WORKSHOP FOR PART-TIME FACULTY

Do you know you’re eligible for unemployment benefits between terms— not just when your work assignment is cut?

Do you know how and when to apply?

SOCCCDFA invites part-time faculty to attend a free workshop:

Friday, May 2, 2014

Lunch 12-12:30

Program 12:30-2

Location: SVEA-25201 Paseo de Alicia Ste. 150, Laguna Hills, CA 92653

Please RSVP by Thursday, May 1, 2014 to Deyanira Gonzalez via email or phone:

socccdfacultyassociation@gmail.com or 949-582-4988

Monthly Faculty Gathering

**Join fellow Faculty Association members for food,
drink, and conversation prior to the Board of Trustees
meetings**

April 28th

May 19th

**(occurs monthly prior to every board meeting during
the school year)**

**GARMAN'S RESTAURANT AND PUB
27567 Puerta Real, Mission Viejo
(off of Crown Valley Parkway)**

All fulltime and part-time faculty are encouraged to join us, and then to attend the public comments portion of the Board meeting



2012-2014

Officers

Paula Jacobs, President
Claire Cesareo, President-Elect
Lewis Long, Past President and Chief Negotiator
Allison Camelot, Secretary
Ken Woodward, Treasurer
Loma Hopkins, Membership Chair
Beth Clary, Part-Time Faculty Chair

Grievance Chairs

Kathy Schmeidler, Irvine Valley College Grievance Chair
Lee Haggerty, Saddleback College Grievance Chair

SOCCDFA
P.O. Box 4800
Mission Viejo, CA 92690

Deyanira Gonzalez, Administrative Assistant
Office: Saddleback College, LRC 140
www.socccdfa.org
socccdfacultyassociation@gmail.com
(949)582-4988

Upcoming Meeting

Representative Council Meeting: Monday, May 5, 2014 3 – 5 p.m.
AGB Conference Room, Saddleback College