



WELCOME!





SOCCCD



South Orange County Community College District Faculty Association

**SOCCCD FACULTY ASSOCIATION
PART-TIME FACULTY ORIENTATION**

FALL 2015

WHAT IS THE FACULTY ASSOCIATION?

- The Faculty Association is a labor union
- It represents the faculty in:
 - wages
 - hours of employment
 - health and welfare benefits
 - leave, transfer and reassignment policies
 - safety conditions
 - class size
 - procedures used for evaluation
 - layoff of probationary faculty
 - any other matter determined to be in the scope of negotiations, and covered by the contract

WHAT DOES THE FACULTY ASSOCIATION DO?

- Negotiates and protects the faculty contract and the rights and privileges therein
- Protects the rights of individual faculty members through the grievance process
- Represents the faculty in matters of working conditions and safety
- Informs the faculty about matters relevant to working conditions at the state and local level
- Represents the interests of faculty through political advocacy and the elections process
- Coordinates activities with other labor organizations

CURRENT OFFICERS OF THE ASSOCIATION

- **Claire Cesareo**, Saddleback, President
- **Mark Blethen**, Saddleback, President-elect
- **Allison Camelot**, Saddleback, Secretary
- **Ken Woodward**, Saddleback, Treasurer
- **Loma Hopkins**, Saddleback, Membership Chair
- **Beth Clary**, IVC and Saddleback, Part-time Faculty Chair
- **Paula Jacobs**, Saddleback, Past President

OTHER POSITIONS WITHIN THE ORGANIZATION

- **Lewis Long**, Chief Negotiator
- **Kathy Schmeidler**, Grievance Chair, IVC
- **Margot Lovett**, Grievance Chair, Saddleback
- **Christina Bolin**, Administrative Assistant
- Representative Council Representatives
- Political Action Committee Representatives

PART-TIME REPRESENTATIVES

- **Susan Bliss**
- **Bev Wirtz**
- **Position Open**
- **Position Open**



MEMBERSHIP INFORMATION



AGENCY FEE/FAIR SHARE

- **Everyone Pays, but Membership is Voluntary**
- The collective bargaining process and contract is enforced for all faculty, regardless of membership status

MEMBERS

- **Submit a Membership Enrollment Form and are eligible:**
- VOTE on the contract, local officers, Representative Council members, & statewide CTA elections
- Legal representation in work-related matters
- One Million Dollars Educator Liability Insurance
- \$2,000 Life Insurance Policy
- Consumer & Entertainment Discounts
- Education scholarships for members and dependents

FEE PAYERS

- Default status if a Membership Enrollment Form is not submitted
- Pay the same amount as members
- Receive only the benefit of enforcement of the contract and local contract grievance assistance

RELIGIOUS OBJECTORS

- Special application and approval process for this status
- Still pay the same, but to an approved charity

DUES FOR 2015-2016

2014-2015	Fulltime		Part-time	
	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
SOCCCDFA	\$200.00	\$20.00	\$60.00	\$6.00
CCA	\$99.00	\$9.90	\$49.50	\$4.95
CTA	\$641.00	\$64.10	\$82.10	\$8.21
NEA	\$183.00	\$18.30	\$63.25	\$6.325
TOTAL	\$1123.00	\$112.30	\$254.85	\$25.485

HOW TO AVOID PAYING UNION DUES TWICE

- Write on the membership enrollment form the names of the public education locations where you teach
- Identify which of the locations you consider to be your “primary” place of employment
- The SOCCCD Faculty Association Membership Chair will review the information and work with you and CTA to make the appropriate adjustments



ORGANIZATION INFORMATION



TWO LOCAL ORGANIZATIONS

- As a faculty member in the SOCCCD, you are represented by two local organizations:
 - **SOCCCD Faculty Association (districtwide)**
 - **Your College's Academic Senate**

WHAT IS THE DIFFERENCE BETWEEN THE FACULTY ASSOCIATION AND THE ACADEMIC SENATE?

Faculty Association

- Established by the Educational Employees Relations Act (EERA)
- Responsible for:
 - wages
 - hours of employment
 - health and welfare benefits
 - leave, transfer and reassignment policies
 - safety conditions
 - class size
 - evaluation procedures
 - layoff of probationary faculty
 - stuff in the contract

Academic Senate

- Responsible for “10+1” academic and professional matters as described in Title 5, §53200:
 - curriculum
 - degree and certificate requirements
 - grading policies
 - program development
 - standards and policies related to student success
 - faculty roles in governance structures
 - faculty roles in accreditation
 - faculty professional development
 - program review
 - institutional planning and budget development

OTHER AFFILIATIONS

- When you are a member of the SOCCCD Faculty Association (the local), you are also affiliated with three other organizations:
 - **CCA**
 - **CTA**
 - **NEA**

WHAT ARE CCA, CTA AND THE NEA?



- Community College Association
- Community college arm of CTA



- California Teachers Association
- Largest public employee association in California



- National Education Association
- Largest employee association in the United States

WHAT DO CCA, CTA AND THE NEA DO?



- Political advocacy and representation on issues affecting education, teachers, and teacher's rights, including:
 - ❑ education funding
 - ❑ retirement benefits
 - ❑ intellectual property rights
 - ❑ fair hiring and due process protections
 - ❑ opposing anti-teacher legislation
- Provide support for local school board elections
- Provide support for contract negotiations
- Provide legal representation and support to local affiliates
- Provide legal representation to individual members
- Offer benefits to members
- Provide educational and professional development opportunities to members

WHAT IS FACCC?



- Faculty Association of California Community Colleges
- Political advocacy organization promoting legislation supporting faculty—
 - academic freedom
 - funding
 - retirement benefits
- NOT affiliated with the SOCCCD Faculty Association

WHAT ARE THE BENEFITS OF CCA, CTA AND THE NEA?

- Insurance and benefits for local chapters and members, including:
 - NEA life insurance
 - \$1 million liability insurance
 - available CTA life, auto and home insurance plans
- Discount programs
- Funding and grants for local activities
- Educational grants and scholarships for members and dependents
- Disaster Relief Fund

WHO RUNS THE FACULTY ASSOCIATION?

You do!

As a member you:

- Vote in officer and representative elections
- Approve negotiated contracts
- Can run for officer or representative positions

THE REPRESENTATIVE COUNCIL

- Elected representatives from each division or school and from the part-time membership
- Meets monthly
- Duties include:
 - ❑ Establishing Association policies and objectives
 - ❑ Adopting the annual budget of the Association
 - ❑ Directing the bargaining activities and grievance processing of the Association, subject to the Executive Committee
 - ❑ Approving Committee and Bargaining Team appointments
 - ❑ Adopting the Standing Rules of the Association
 - ❑ Exercising all of the business and organizational powers and duties for the Association as prescribed by law and the bylaws
 - ❑ Conducting constant and on-going liaison between the Representative Council and the members

THE EXECUTIVE COMMITTEE

- Coordinates the activities of the Association
- Acts for the Representative Council when school is not in session
- Directs the bargaining activities and grievance processing of the Association, subject to policies set by the Representative Council
- Recommends a budget for the Association to the Representative Council
- Exercises all the business and organizational powers and duties for the Association as prescribed by law and these bylaws, subject to any restrictions that may be imposed by the Representative Council

THE POLITICAL ACTION COMMITTEE (PAC)

- Interviews candidates and potential candidates for the Board of Trustees
- Recommends for endorsement candidates for the Board of Trustees
- Approves expenditures from the PAC fund

OTHER ASSOCIATION COMMITTEES

- Budget Committee
- Communications Committee
- Membership Committee
- Part-Time Faculty Committee
- Organizing Committee

WHAT CAN YOU DO?

■ Stay informed

- Read the contract
- Know your representative and ask questions
- Read Association communications

■ Get involved

- Join one of the committees
- Come to Association events, workshops, and gatherings

■ Become part of the future leadership

- Rep Council member
- PAC member
- Officer



HOW CAN WE HELP YOU?

■ Contact us:

□ socccdfa.org

□ facultyassociation@socccd.edu

□ **949-582-4988**



**Thank you for
coming!**