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August 2018 Newsletter



Notes from President Doug Thiel

In an ongoing effort to streamline the flow of information, this electronic newsletter will allow you to click on the below links to read articles of interest as well as opening the attached PDF to have access to a print style version of our newsletter.

I want to extend special recognition to the scores of former “fair share” fee payers who have migrated to union membership post Janus. Our new online membership link sends me a copy of new AFT membership registration. We have new office help and will be working in the coming weeks to ensure everyone who has signed up will receive their welcome package.

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Your New Union Budget Analyst - Mark Frohnauer, CPA



Article by Doug Thiel

The Union Budget Analyst is an important union office holder. In addition to being a voting member of the Executive Council, Mark will attend all DCAS meetings. These meetings are conducted by Vice Chancellor David Fattal who presents budget agenda items. Those in attendance include the Chancellor, the Chief Financial Officers from each campus, Presidents of the Academic Senates, SEIU and AFT union officials amongst others.

I found the following information that Mark provides to his class instructive: *Your instructor wants to prepare you to be successful in the business world. To do so, you must be able to speak the language of business — the language of business is accounting. Our class will concentrate on learning the mechanics of accounting, including preparation of the 3 financial statements; income statement, statement of owner's equity, and balance sheet. Hands-on exercises, real world experiences and class participation will be emphasized.*

About me: I have been teaching accounting for over 20 years. Since 2013, I have devoted myself to teaching on a full-time basis. My professional background includes experience in

the banking, real estate, and healthcare industries, as a chief credit officer, chief financial officer, and a controller.

Mark is engaging, quick witted and enjoyable to be around. However, he is also someone who will challenge budget assumptions and challenge the way data is presented. He has extensive experience as a underwriter for high stakes loans and know the importance of asking the tough questions.

Mark will make a significant contribution to our efforts to ensure our faculty will have transparent and understandable data on the District's financial positions.

Many Benefits of Union Membership

You are not alone in the workplace!!!

Note: As educators we are serious about learning. Take a few moments to go over the below benefits. Besides the below overview, you can visit the [AFT member benefit](#) page for expansive links to your services.

Security on the job

Post Janus your union will continue to be the collective bargaining unit for all faculty. But contract negotiations are only a part of security on the job. When a student makes a complaint, when there are issues with an evaluation, or with a tenure committee, injury on the job, payroll issues or the assignment of classes based on the part-time longevity list or other perceived mis-management... **you will want to have individual attention and the support of your union's Executive Council members.** Whether it be the President, Chief Grievance Chair or any of the 2 VP's at each campus, **they want to be**

there for you. But in the post Janus era, these individualized services are paid for by union dues and reserved for union members.

Additionally, Local 1828 is dedicated to providing ongoing Fall and Spring Training Calendars for union members to attend that will count as flex hours and provide you with information on retirement planning, working post retirement, maximizing your self-evaluation, obtaining unemployment benefits (for P/T), how to prepare of F/T interviews and a host of other topics.

Throughout the years, unions have fought hard to expand the level of individualized representation. Below is a synopsis of one of these important rights as a **union member**.

WEINGARTEN RIGHTS

Weingarten rights guarantee an employee the right to Union representation during an investigatory interview. These rights, established by the Supreme Court, in 1975 in the case of J'. Weingarten Inc, must be claimed by the employee. The supervisor has no obligation to inform an employee that s/he is entitled to Union representation.

What is an Investigatory Interview?

An investigatory interview is one in which a Supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct. If an employee has a reasonable belief that discipline or discharge may result from what s/he says, the employee has the right to request Union representation.

Examples of such an interview are:

1. The interview is part of the employer's disciplinary procedure or is a component of the employer's procedure for determining whether discipline will be imposed.
2. The purpose of the interview is to investigate an employee's performance where discipline, demotion or other adverse consequences to the employee's job status or working conditions are a possible result.
3. The purpose of the interview is to elicit facts from the employee to support disciplinary action that is probable or that is being considered, or to obtain admissions of misconduct or other evidence to support a disciplinary decision already made.
4. The employee is required to explain his/her conduct, or defend it during the interview, or is compelled to answer questions or give evidence.

However, the benefits of union membership go far behind the above. Below are some additional advantages for card carrying members of the AFT. This membership also entitles you to the CFT (California Federations of Teachers) benefits plus the AFT benefits.

Liability protection on the job

AFT offers your local union the option to buy a \$1 million occupational liability insurance plan which protects you in the event of a work-related lawsuit, such as a child's parent bringing suit. **Your Local 1828 has purchased this plan for union members!**

Free Insurance

As a member you are entitled to a free \$15,000 accident death policy and a \$5,000 life insurance policy where you name the beneficiary.

Legal Services

AFT + legal services makes it easy for members and their families to get the legal help they need to avoid and solve legal problems—and usually for free! One toll-free call or visit to the Web puts you in touch with a nationwide network law offices that offer free 30-minute consultations and discounted services.

Lesson planning for classroom teachers

Educators can search more than 420,000 FREE lesson plans and activities including curated collections at [Share My Lesson](#). Get news stories and lesson supplements from PBS Newshour Extra, Listenwise, Anti-Defamation League, Re-Imagining Migration and Science Friday.

Advocacy and access

Full-time lobbyists in Sacramento and Washington, D.C., advocate for your rights and quality education. You have access to local, state and national experts in community outreach, political action, research, educational issues, communications and technology.

Learning + knowledge

The union sponsors valuable conferences on professional issues and holds training

workshops for members, leaders, and staff.

From the CFT, you can keep up on professional issues through the all-union [California Teacher](#) and online at [cft.org](#), as well as division newsletters [Community College Perspective](#), [Part-Timer](#), [Classified Insider](#), and [UC-AFT Insider](#) email newsletter. **From the AFT**, in its [Voices blog](#), in [American Educator](#), and online at [aft.org](#).

Solidarity with workers

The AFT's 1.7 million members support effective public and private education and the best working conditions for all members. The AFL-CIO, with 10.5 million members and their families, provides solidarity and strength to achieve common goals.

Use your AFT membership card to access national discounts

Through the AFT and the AFL-CIO, members have access to dozens of high-quality discounts and services. As a CFT member, you are entitled to the benefits offered by the AFT member benefits program, [AFT +](#). These programs include discounts, voluntary insurance programs and services to help members save money and add value to your union membership.

You can learn about these benefits by logging in to the members-only section of the AFT website. You will need your AFT membership card to log in. **(If you did not receive a membership card in the mail, request one on the [AFT website](#), or phone toll-free 888-238-5646.)**

- [AFT + Endorsed Insurance](#)
- [Health](#)
- [Legal & Financial](#)
- [Travel & Entertainment](#)

- [AFT + Shopping](#)
- [NEW! Identity Theft Protection](#)
- [AFT and AFL-CIO Scholarships](#)
- [Student Debt Clinics](#)
- [Travel Benefits in Mexico](#)
- [Union Plus Free College](#)

[AFT Advantage](#) is a valuable benefit that gives you and your family exclusive access to a FREE online shopping program for AFT members. Save anywhere from 10 percent to 70 percent off electronics, apparel, home furnishings, tickets and much more. Get discounts at AT&T Wireless, Target, Ann Taylor, Blue Nile Jewelry, Lands' End, Hewlett Packard, Powell's Books and more.

Our COPE Endorsement for Board of Trustee Election in Area 1

*Note: The below information was submitted by **Paula Munoz** your hard-working AFT Local 1828 Executive Council member consistently elected to be the COPE Chair (Committee on Political Education) by union members. She assembled a committee this summer comprised of faculty who volunteered to serve. After interviewing candidates who asked to be interviewed for endorsements, a recommendation was made. This endorsement recommendation was approved by the overwhelming majority of faculty who make extra voluntary contributions to COPE funding to assist your union in supporting persons for the Board of Trustees who will be competent trustees and who will recognize the value of our faculty..*

Your AFT Local 1828 has endorsed Joshua Chancer for VCCCD Area I Trustee. Joshua has been an Oxnard High Social Sciences teacher for 18 years. He has been an Oxnard Federation of Teachers and School Employees Local 1273

site representative and is currently the certificated VP. He also is an adjunct professor at CLU. He attended Ventura College, San Diego State (BA in Social Studies) and has a Master's in Education from National University. He and his family reside in Ventura.

Joshua is a proven advocate for students, teachers and parents. He has been on union negotiating teams, handled grievances and is an active union member. Politics is a passion for Josh and he was only interested in running for this seat with AFT endorsement. He has experienced in his own local open Board members and the positive impact that brings for his district. He understands the accountability and the advocacy that is needed and ultimately the power of the Board.

Josh is excited about working with AFT and being an advocate for building a stronger VCCCD that is open to and works with its community, students, faculty and staff.

Josh understands the politics of budget decisions and the impact on course offerings, programs, class cuts, faculty, staff and ultimately the success of the students and the community that must be served.

AFT believes Josh can effectively represent the interests of our faculty and students. AFT will count on your vote for Joshua Chancer.



What to Watch Out For! Post Janus Tactics of the Freedom Foundation and Project Veritas

By Doug Thiel

As your union President, I do not consider it my job to get involved in politics or to advance any particular political agenda. My focus is on improving the benefits, safety and working conditions of the 1200 Full and Part-time faculty who serve nearly 30,000 students in our three community colleges. The only excursion into the political arena is your union's work to help elect members to the Board of Trustees who will listen to faculty. These are candidates who run in a nonpartisan election.

However, this summer a 40 year precedent that authorized the collection of a "fair share" from non-union members working in the public sector in States that allowed for unions to have collective bargaining was overturned. It was overturned by a highly politicized group that financed the legal challenge of Mark Janus. The politics of this group and the financing by such persons as the Koch brothers is well known. The Koch brothers and other billionaires also provide the financial support to a group known as the Freedom Foundation.

Since Janus, the ultra conservative Freedom Foundation claims it has launched a campaign in a trio of West Coast union bastions — California, Oregon and its home state of Washington — aimed at shrinking union ranks by 127,000 members. The group wants this campaign to serve as an example for similar efforts around the country.

I have previously mentioned that this "Freedom Foundation" will be attempting to use the

California Public Records Act to demand your personal addresses and other contact information including your telephone numbers. Your union already as a letter on file with the District to resist this invasion of privacy. Frankly, I did not know much about this group until recently. They clearly have an agenda. The research that I have done on the web indicates extreme biases that goes beyond just attacking public employee unions.

https://www.sourcewatch.org/index.php/Freedom_Foundation

But like I said, my job is not to advocate a political agenda, my concern is **the tactics used by this group**, I find them invasive. We already get more calls on our phones, text messaging from advertising, and other, unwanted communication as it is. Personally, I do not want another politically driven group to be calling and contacting me with their view of things. That is why I will be working with the District on this issue of faculty privacy.

Project Veritas

Funding for this group is not as transparent as it is for the Freedom Foundation. This group is a self-proclaimed whistleblower. And while some good has come from persons willing to expose corrupt practices, Project Veritas appears to selectively edit what it operatives surreptitiously obtain with tapes and videos (often in violation of the law). Multiple lawsuits against this organization have alleged trespassing and theft. This group apparently believes that the end justifies the means. But as a critical thinker, I would argue this can result in a slippery slope. Already, charges of "slicing and dicing" video tapes to misrepresent the actual truth is being presented against Project Veritas in court cases.

Apparently, the zeal of this group knows no bounds.

The only reason to mention Project Veritas is that I have received information that this group has already contacted union officials and college instructors in the California Community College Districts this summer. These instances involve mis-representing who they are while taping what was said to illicit comments that could be used to undermine the integrity of our profession.

Personally, I think such tactics appear to be more about promoting a preconceived agenda than it is about seeking justice.

I can assure you that your Local 1828 is comprised of some highly dedicated senior Executive Council members, as well as highly motivated new Executive Council members. Our pictures are posted on our new website www.aft1828.org under "about us". I am starting my 23 year in this Community College District as an adjunct philosophy instructor. I also had 25 years of service with the Santa Barbara Police Dept (3 years of which was service in the USMC). I am a strong strongly committed to getting a better deal for our faculty...to make sure we can attract and maintain the outstanding men and women who serve the needs of our many students. I believe we constitute an impressive group of dedicated "professionals".

Your Union Presence in the Upcoming Flex Weeks on All Campuses

Your union has an official Flex Activity on all campuses this fall. Below are the dates and times...

Moorpark - AFT session is Wednesday 8/15 from 9-10:15 in CCCR. PT session is Thursday 8/16 6-7:30 also in CCCR.

Oxnard - AFT session is Wednesday 8/15 1-2:30 Room TBA (check the flex schedule)

Ventura - AFT session is Tuesday 8/14 4-6pm Room TBA announced (Dr. Gillespie/Bea Herrera will address safety concerns as part of this AFT session)

JOIN US!!

Your union president will attend all 4 of the above sessions. We will bring CFT complimentary items. Plan to attend and have coffee and tea with the AFT! Snacks will be provided at each session. All questions and concerns will be addressed and your union president will be available to chat after each session ends.