



816 Camarillo Springs Road, Suite B
Camarillo, CA 93012
805-987-1188
info@aft1828.com

Executive Council

Bea Herrera, President,
beaaf1828@gmail.com

Linda Loiselle, Secretary,
lindakiddiem@yahoo.com

Bea Herrera, Grievance Chair,
beaaf1828@gmail.com

Lilia Ruvalcaba, Treasurer,
liliaft1828@gmail.com

Michael Ward, Full-Time Vice President Ventura
College, mward.history@gmail.com

David Carey, Part-Time Vice President Ventura
College, dcareyAFT1828@gmail.com

Renee Fraser, Part-Time Vice President Moorpark
College, rfraseraft1828@gmail.com

Everardo Rivera, Full-Time Vice President Oxnard
College, eriveraaf1828@gmail.com

Douglas Thiel, Part-Time Vice President Oxnard
College, dougthiel201@hotmail.com

Paula Munoz, COPE Chair,
pmvive@yahoo.com

Peter Sezzi, Chief Negotiator,
peterhsezzi@gmail.com

March 2018 Newsletter



President's Message

Dear Faculty,

Since December 8, 2017, when I was appointed Interim President, the faculty of this District have been through so much not only at work but also personally, as many were impacted in one way or another by the Thomas Fires and its aftermath. Many faculty helped their fellow colleagues & students get through this traumatic time despite suffering personal losses themselves. Through our union, grants were distributed to faculty that had the most need. Through our collective strength, compassion, and hope, we made it to Spring semester. And now, here we are. What's next?

Inside This Issue

AFT 1828 Sponsored Training

CFT Conference in Costa Mesa

How to Get Involved with Your Local AFT

CFT Opposes Online-Only Community
College

Janus vs. AFSCME

As we begin to transition into a "new" normal, I would like to remind you that there is much action to be taken in the next few weeks and we need you, as you are the UNION, to be part of it!

First: Vote on the ratification of the tentative agreement! Ballots have been mailed and are due on/before March 23, 2018.

Second: Officer elections are coming up next week. We need all faculty union members to elect and shape the future of this union, with a new Executive Council. The stronger your voice and involvement is, the stronger your union will be!

Third: I am encouraging you to become politically engaged and participate on our COPE activities to elect new Board members to the VCCCD Board. We need Board members that will value and respect the faculty of this college district. We cannot pin all our hopes that future union negotiations teams -- alone -- will produce outcomes that match your priorities; only through your advocacy, political engagement and support will our union grow stronger to create/improve our working conditions and salary benefits for all.

With much respect,

Bea Herrera

AFT 1828 Sponsored Training

Your union leadership is dedicated to providing useful training on topics that are not normally addressed during professional development week. Below is our schedule for Spring 2018.

Note: All training occurs at your union headquarters, 816 Camarillo Springs Rd, Training Room A. As lunch is provided, please RSVP to our secretary Casey Flowers at kc@aft1828.com. Also, if you have questions

about the training or content here are the emails for the three presenters:

David Carey dcareyAFT1828@gmail.com

Renee Fraser rfraseraft1828@gmail.com

Doug Thiel doughthiel201@hotmail.com

In the descriptions below it indicates who is hosting on a particular training day.

Health Insurance

April 6th Friday 10:30- 12:45

Our F/T faculty have an insurance plan. Our P/T faculty can participate in some limited spaces for P/T faculty health insurance offered by the District. Since the enrollment for this will occur during this month, Renee Fraser will discuss availability. We will also ask for an HR representative to be present to provide the needed paperwork and answer questions on how to use this benefit. *We will provide lunch and you are welcome to stay for the Executive Council meeting.*

Unemployment Workshop

April 21st Saturday 10:00 – 12:45

Our P/T faculty have access to a hard-won benefit regarding unemployment compensation during gaps in employment. This is an under-utilized benefit that is not clearly understood by many of our 800 P/T faculty in this District. Starting last spring, David Carey, V/P for P/T instructors at Ventura College, began hosting workshops for faculty. He most recently hosted another workshop in December. Because many of our P/T faculty may have other jobs during the week, this workshop is being held on a Saturday. When you RSVP you will receive a worksheet outlining basic eligibility requirements. *Lunch will be provided.*

Retirement Workshop

April 27th Friday 10:00 – 12:45

Last year your union hosted a retirement workshop. It was well received with over 40 persons in attendance. The feedback was very positive. Since we have over 1200 P/T and F/T instructors in this college district your union feels this topic needs to be understood with greater clarity regarding your available options. Last year, we had Rosalva Buran from the Glendale CalStrs office as a presenter. She will again be invited to present, as will an HR representative. Doug Thiel will host this training which will include handouts, contacts, and other take away information. RSVP early because if we get a large number of those that want to attend we will move from the A Training Room into the Orchid Room for this event. *Lunch will be provided. After this training we will have an Executive Council meeting which you welcome to attend as well.*



CFT Conference in Costa Mesa

Your Local 1828 Executive Council V/P members, Doug Thiel and David Carey, will host a workshop at the annual CFT convention in Costa Mesa on Friday, March 23.

Workshop: Implementing AB 119 - New Employee Orientation

Date: Friday, March 23, 2018

Time: 1:30 p.m. – 2:30 p.m.

Location: Hilton Orange County/Costa Mesa, 3050 Bristol Street, Costa Mesa, CA 92626



Doug contacted all new P/T and F/T faculty hires at the new employee orientation at District HR in the Fall and David assumed this role for the Spring. Based on the fact that they achieved nearly a 100% union membership sign up rate, the CFT Perspective ran an article on these efforts in October, 2017. This led to a further offer to present a workshop for other AFT locals at the annual convention. AB 119 mandates that all community college districts in California allow a union representative to give a short presentation during new employee orientation. In the past, the only item a new employee received was a form that they read and decided to either be a union member or a fee payer. As a union, we were constantly trying to play “catch up” with new faculty to help them understand the benefits of being a union member over a “fair share” fee-payer (the payroll deduction is the same!). Besides being able to vote for contract ratification and election of Executive Council members and other AFT positions, below is a list of those additional benefits available to union members vs. fee payers:

- \$1,000,000 Occupational Liability Insurance
- \$25,000 Accidental Death/Dismemberment Insurance

- Health Care savings -Dental/Vision & Prescriptions
- Access to Group Rate Insurance – Life, Home & Auto, \$5000 of free Life Insurance, Disability, long-term care and senior term insurance
- Discount Purchasing – Travel, Entertainment, Dining, Flowers, Monthly Cellular Discounts, Discount Cellular Phone Equipment, Tires, Car Maintenance, Pet Insurance and More!
- Free Subscriptions to CFT and AFT Publications
- Legal Service – ½ Hour Free Legal Consultations, Document Review, Follow-up Services and More!
- Financial Services – Mortgage Program, Scholarships, Union Credit Card.

Additionally, our local AFT 1828 sends a “welcome package” to all union members that contains handy items for faculty including a “survival guide for P/T instructors” T-shirt and other goodies. Doug was also involved in developing the MOU with the District for the best way to implement AB 119 at the local level. We will share our MOU at the workshop.

Get Involved in AFT 1828

It takes many people to make our union work well. Please consider running for a union position, and let’s all make our union stronger and our district a better place to work.

The VCCCD/AFT contract designates that there will be an AFT/Management Health Benefits Committee that is composed of an equal number of faculty and management representatives, not to exceed 5 each. This

committee is growing more important each day as the cost of health insurance continues to climb and now that we are beginning yet another contract negotiation shortly. The AFT 1828 Executive Council aims to have the committee represented (for the AFT side) by FT faculty members from each campus who were hired before 1990 (Tier 1), between 1991 - 2001 (Tier 2), 2001 - 2015 (Tier 3), after 2015 (Tier 4), and a PT faculty member on the PT Health Plan.

Currently, the AFT Local 1828 Executive Council is trying to fill two (2) faculty vacancies on the committee for AY18-19. **We need faculty from Tier 3 and/or Tier 4 (that are either on the Anthem PPO or Kaiser plan) and a PT faculty member that is on the PT Kaiser Plan to fill these vacancies.** The AFT/VCCCD Health Benefits committee usually meets on the first Thursday of the month from 1:30 - 3:30 p.m. There is release time (or equivalent hourly stipend) available for those serving on the Health Benefits Committee that qualify. We need faculty that can attend each Health Benefits committee meeting, write articles on Health Benefits issues to help educate the faculty, attend Executive Council meetings as needed, have strong analytical skills, and/or experience in the health insurance industry (would be a great bonus!). If you are interested in applying, please send a letter of interest and a list of qualifications to Bea Herrera at beaaf1828@gmail.com by Wednesday, April 4 at 5:00 p.m. All interested applicants will be invited to interview on April 6th AFT Executive Council meeting.



CFT Opposes Gov. Brown's Proposal for Online-Only Community College

Responding to Gov. Jerry Brown's request for the development of options for a fully online college, the California Community Colleges Chancellor's Office on November 13 announced three options and belatedly asked for comment from stakeholder groups.

Option 1 would use an existing campus to create a statewide delivery system with campus faculty and instructional designers creating content. College employer partnerships would be used and new ones developed statewide.

Option 2 would use an existing district to host a consortium of colleges that opt-in, with faculty coming from the participating colleges. The host district would employ or contract with instructional designers as well as develop employer relationships.

Option 3 would create a new community college district that would operate under the Chancellor's Office. Selected faculty would work with the new district's instructional designers, and customize student services.

What follows is the response from the CFT Community College Council.



November 22, 2017

To: Governor Jerry Brown
Community College Chancellor Eloy Oakley
Board of Governors of the California Community Colleges

We are writing in response to your request for feedback regarding your proposed options for a fully online college. We soundly reject all three options and this new initiative in general for the reasons stated below.

The underlying assumption for the proposal — that California needs a new, fully online college — is flawed. We see this initiative as duplicative of what the community college system already provides to our community college students. Through the State Chancellor's Office Online Education Initiative, students from anywhere in California can currently take classes at any California community college. This current program is already 100 percent online, including counseling and tutorial services.

The new initiative will hurt students. The students this initiative is purported to help are typically the demographic of students who perform worst in online courses. Funding a "new" initiative based on helping a student demographic which is least likely to succeed makes no sense from either a pedagogical or policy viewpoint, and runs counter to the important student equity work currently underway.

In addition, it appears this initiative is going in the direction of "correspondence courses" from decades ago: Use formulaic lesson plans created by private instructional designers and then "test" the students as they progress to grant access to the next module. Teaching, not testing, must remain the central mission of our community college system.

It also appears that this new "online college" would fall outside of accreditation, and perhaps even outside of current collective bargaining statutes. What credibility would such a college, degree or certificate have? Again, it seems as though this proposal is more of a mechanism to enrich private investors, or at best wishful thinking that quality education can be done online on the cheap, rather than about actually meaningfully educating our students.

The process that led to this problematic proposal lacked stakeholder participation and transparency. The workgroup formed to develop the options for carrying out this proposal lacked representation from a broad cross section of stakeholders. All participants were handpicked by the chancellor rather than selected by the various stakeholder organizations as has been customary. Furthermore, based on our discussions with some members of this workgroup, we understand that the workgroup's recommendations were not even brought forward, but were replaced by the recommendations of the out-of-state consultants who are driving this project.

For the above reasons, we soundly reject the governor's proposal for a fully online college. It is noteworthy that both the UC and CSU systems have also independently reached this same conclusion.

If the governor is truly interested in increasing the success rate of our community college students, then he should include additional funding in his next budget for community colleges earmarked to allow the system to hire more full-time faculty and classified staff, as there is ample documented evidence that doing so would increase both the retention and success rates of our students.

Sincerely,

Jim Mahler, President

Community College Council of the California Federation of Teachers

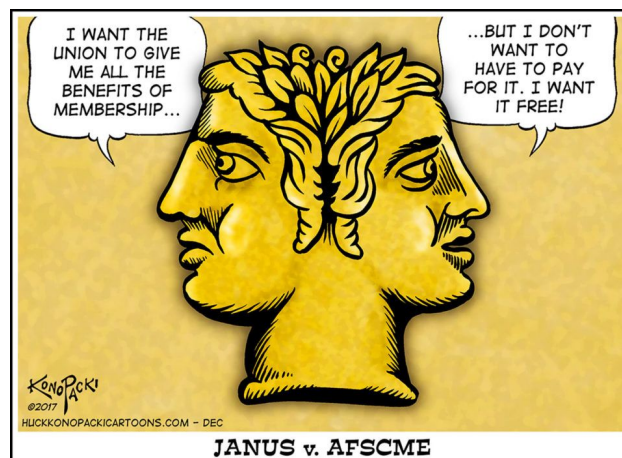
Janus vs. AFSCME: Union-Busting Coming to Supreme Court

by Michelle Kern & Katharine Harer, AFT 1493 Organizers

This spring, the Supreme Court is expected to rule on a case called Janus vs. AFSCME [American Federation of State, County and

Municipal Employees], an attack on public sector unions led by the right-wing National Right to Work Foundation and funded by billionaires and corporate CEOs. With Trump's appointee, Neil Gorsuch, on the Court, their ruling will undoubtedly overturn a 40-year-old unanimous Supreme Court decision that approved the kind of cost-sharing arrangements known as "fair share", which provide for the collection of "agency fees" from non-members of public sector unions. Unions will still be required to represent ALL employees in the workplace, but will only receive financial support from union MEMBERS with signed union membership forms on file. All unionized public sector workplaces will become "right to work" sites.

The results of the Janus decision could be devastating to unions, which currently rely on both dues and fees to pay the costs of the legal defense of workers, to staff and maintain union offices, and to carry out all the other activities necessary to represent, inform, negotiate contracts, and ensure contracts and workers' rights aren't being violated. Under current law, while every union-represented teacher, police officer, caregiver or other public service worker may choose whether or not to join the union, the union is required to negotiate on behalf of all workers whether they join or not. Since all the workers benefit from the union's work, it's only fair that everyone chip in toward the cost.



How does paying fair share violate free speech?

Here's some background on the issue: The labor movement faced this moment back in 2016 with the Friedrichs vs. California Teachers Association court case, which attacked the same piece of law—the right of unions to collect “agency fees” from non-members of the union. The death of Justice Antonin Scalia resulted in a vacancy on the Supreme Court and no ruling was made either way. The decision of the Ninth Circuit Federal Court, which ruled in favor of CTA, was upheld. The plaintiffs in these union-busting cases all argue that paying agency fees to the union constitutes a violation of their free speech rights. But is this really true? Here is what our state chapter, the California Federation of Teachers, has to say:

Under the current system, public employees can choose whether or not to join a union. First, workers vote on whether or not to form a union in the workplace. After a workplace majority votes for a union, workers who don't want to join the union don't have to; they just pay a reduced fair share (agency) fee to cover the cost of bargaining and representation that the union is legally required to provide to everyone in the workplace.

However, full union dues go further, supporting political and legislative work because what can be won in collective bargaining can be taken away through politics and legislation. The Janus plaintiffs contend that their free speech is abridged by fair share fees, even though they are not paying for political advocacy. If you disagree with the outcome of a political election, you still pay taxes to the government. So, too, everyone needs to pay a fair share for the gains of union representation. When “free riders” pay nothing for the benefits all employees in a union workplace enjoy, others must shoulder that much heavier a burden and the union is weaker at bargaining time.

Our union, AFT 1493, has been able to actively fight for stronger contract language and regular salary increases as well as workplace

protections and the ongoing defense of faculty members under attack because our union membership is robust, at just over 85%, AND because we collect monthly dues and fees from all SMCCCD faculty members. Our AFT union reps are on the ground, working with faculty to ensure our rights aren't being violated, and we maintain a full-service union office, an award-winning website and newsletter, The Advocate, and many other services for faculty.

Are you sure you are a union member?

Starting this month, we are contacting people who we currently have on file as “Agency Fee Payers” to ask them to sign up to be full members. During the week of February 5-8 we conducted a targeted campaign, with the help of organizers from the CFT, asking non-members to sign up to support their union. We've found that a number of faculty think they are full members, and want to be full members, but don't have signed membership applications on file in the AFT office and are designated as “Fee Payers.” Maybe they checked the wrong box when filling out the multitude of forms when they were hired. It happens. We've been working hard to get these faculty members signed up before the Janus case is decided. You can help by checking in with us and confirming that you are a full member of the union and that you have a signed form on file to safeguard your union membership and keep our union strong!

The Trump agenda embodies an anti-worker, anti-union agenda. Our entire state of California has been the focus of repeated attacks on our values by this administration. California also has one of the highest rates of unionization in the United States. In this moment, being a full union member is one of the best ways faculty can exert continued resistance to the Trump agenda and to attacks on education in the future.