FARSCCD FACTS

FARSCCD FAMILY PICNIC

Sunday, October 23, 10 am - 1 pm

Shaffer Park in the City of Orange.
1930 N Shaffer St., Orange, CA 92865

On Sunday, October 23 from 10 am to 1 pm, FARSCCD will be hosting a picnic for our members and <u>we're inviting all the endorsed candidates.</u> The event will provide an opportunity for faculty– both fulltime and adjunct to meet the endorsed candidates in a casual environment!

FARSCCD will provide food and drinks for our brunch/early lunch. Bring your lawn chairs and blankets, soccer balls, baseballs, Frisbees, etc.

Feel free to bring your family and friends.
Bring your colleagues.

Shaffer Park has ample parking and two playgrounds for both children under 5 years old and children from ages 5-12.
Come out on Sunday and meet the candidates, break bread with your fellow colleagues and FARSCCD members, and be one with nature. Your requests to get to know more about the endorsed candidates for the Board of Trustees election coming up in November has not gone unnoticed. The FARSCCD E-Board organized this event so that you have every opportunity to have your questions answered.

Election day is Tuesday November 8.
Polls are open 7 AM–8 PM.
If you're in line by 8 PM, you're allowed to vote.
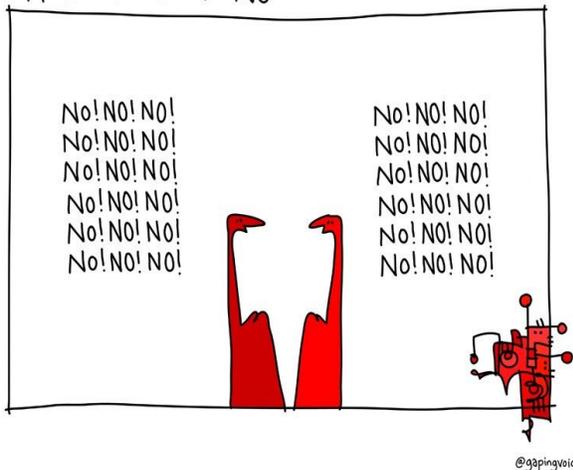**Bring an accepted form of ID.**

In This Issue

Kristen Guzmán

Negotiations

Narges Rabii-Rakin

The FARSCCD negotiations team presented a comprehensive and thoroughly researched proposal on 9/21/16. We had been assured that the proposal would be presented to the Board of Trustees at the next Board meeting, which took place on 9/26/16. There was, yet another Board of Trustees meeting on 10/10/2016 at Santa Ana College's Phillips Hall. We met with the District negotiations team on 10/14/16 and were informed that the **district had nothing to present to us** because the Board of Trustees and the Chancellor had questions regarding the proposal and the costs associated with it. According to Judy Chitlik, the Fiscal department will be preparing the proposal costs – nearly three weeks following the 9/26/2016 Board Meeting.

It is very important that the Board of Trustees and the Chancellor hear from the faculty at the next Board meeting. There will be a reception at the SCC Art Gallery starting at 4:00 pm with the meeting beginning at 4:30. On the negotiations table are the following issues:

COLA
Lab rate readjustment for specified courses
Health insurance advocacy measures
Ranking adjustment redefinition and realignment
Academic Senate release time increases
Professional development allocations
Paid adjunct faculty office hours

This is only a limited description of the items we are discussing and we continue to work hard to reach a fair settlement. Please join your FARSCCD Executive Board on 10/24 at SCC when past president Dr. Barry Resnick will be honored as the 2016 Faculty Excellence Award winner. If you have questions, email us at **farsccd@gmail.com.**

A CULTURE OF 'NO':

No!NO!NO! No!NO!NO! No!NO!NO! No!NO!NO! No!NO!NO! No!NO!NO!   No!NO!NO! No!NO!NO! No!NO!NO! No!NO!NO! No!NO!NO! No!NO!NO!

@gapingvoid

Morrie Barembaum

CAL STRS OVERPAYMENT

Last month, CalSTRS posted the annual statements (year ending 6/30/2016) for its members. Every CalSTRS member should visit the calstrs.com website, log in and download your 2016 statement. As most faculty will rely on their STRS benefits when they retire, it is a good idea to review the statement for accuracy. On page 1, faculty will see a summary of their Defined Benefit (DB) Account. The DB Account is the account that pays faculty, when they retire, based on the formula STRS uses when a faculty member retires based on years of service. In particular, faculty will want to make sure that the number of years of service is correct. Page 2 contains a summary of the Defined Benefits Supplement (DB Supplement) Program. Faculty make contributions to the DB Supplement program when they are paid for work beyond their contract load. So when a faculty member is paid for overload, stipends, intersession or summer school, a portion of their pay is deducted from the faculty member's paycheck and deposited into their DB Supplement account. Unlike the DB Account, the DB Supplement account works more like a 401(k) such that when a faculty member retires, they receive their funds based on the amount that's been deposited – not a formula based on years of service (i.e., a defined contribution program). Because of some recent changes in legislation, the amount that faculty contribute to their DB Account has increased from 8% to 10.25% over the past few years.

However the amount faculty members contribute to the DB Supplement account has remained constant at 8%. This difference in the contribution rates has added a complication to the deductions. At the bottom of page two of the annual report, faculty should see a statement regarding contributions being returned to the employer. This redeposit is the difference between the contributions that were deducted from paychecks at the DB rate (9.20% for 2015/16) for work beyond the contract load and the rate (8%) that the rate those contributions should have been deducted. Last year, faculty received this redeposit on their 10/31 paycheck and it appeared under the Pre-Tax Retirement section of the pay check. Look for the redeposit on either the upcoming 10/31 check or the 11/30 check. If you have any questions about your statement or anything else STRS related, please visit the CalSTRS.com website or visit one of the regional offices. There are regional offices in Irvine and in Riverside.

2016 ENDORSED CANDIDATES

Just a Few Reasons to Thank a Union

1. Unions Gave Us The Weekend Paid vacation
2. Unions Gave Us Fair Wages And Relative Income Equality
3. Unions Helped End Child Labor Sick leave
4. Unions Won Widespread Employer-Based Health Coverage
5. Unions Spearheaded The Fight For The Family And Medical Leave Act
6. Social Security and Minimum wage
7. Civil Rights Act/Title VII - prohibits employer discrimination
8. Occupational Safety & Health Act (OSHA)
9. Pensions
10. Wrongful termination laws
11. Age Discrimination in Employment Act of 1967 (ADEA)
12. Whistleblower protection laws
13. Employee Polygraph Protection Act (EPPA) - prohibits employers from using a lie detector test on an employee
14. Compensation increases and evaluations (i.e. raises)
15. Sexual harassment laws
16. Americans With Disabilities Act (ADA)
17. Employer dental, life, and vision insurance
18. Privacy rights
19. Pregnancy and parental leave
20. Military leave
21. The right to strike
22. Public education for children
23. Equal Pay Acts of 1963 & 2011 - requires employers to pay men and women equally for the same amount of work

MATT SCHAUER AREA 1

THOMAS GORDON AREA 3

CECILIA AGUINAGA AREA 5

RUDY DIAZ AREA 7

FARSCCD ADVISORY COMMITTEE

We had a fantastic inaugural meeting of the FARSCCD Advisory Committee at SAC. We discussed negotiations, communication, the Board of Trustees election, and many other relevant topics. The committee presented its concerns and suggestions to the FARSCCD Executive Board including the instructional calendar, negotiation topics, contractual concerns and campus politics. The next meeting will be held at SCC on 10/28/16 at 9 am, location TBA. If you are interested in the meeting items or wish to attend, please send an email to FARSCCD@gmail.com with your personal email so that we can send you the precise location by the end of this week.

The FARSCCD Executive Board - How can we help you?

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FARSCCD
Faculty Association of Rancho Santiago Community College District