

# FARSCCD FACTS

Faculty Union Newsletter

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MAY 2018

## NEGOTIATIONS

Marianne Reynolds, the CTA/CCA representative who works for the regional CTA office, recently joined Kristen, Morrie and Narges on our FARSCCD Bargaining Team. Her first collective bargaining meeting with us was April 25, 2018. We welcome Marianne to our team and are benefitting greatly from her 20 years of experience!

### UPDATES:

FARSCCD has made proposals to the District regarding numerous items including Leaves, Grievance Process, Evaluation and Salary.

In the Fall, we exchanged numerous proposals regarding the Blackboard to Canvas migration and the additional workload that it would create for faculty. Unfortunately we were unable to reach any agreement in that area.

We have been working hard on updating the Evaluation process, especially in the areas of creating a fair and equitable Institutional Tenure Review Process at both SAC and SCC and in the area of evaluation for online classes.

We have tentatively come to an agreement on the re-employment rights of adjunct faculty that will benefit our adjuncts who have worked with the District over several semesters and are in good standing.

**SALARIES: We have made a straightforward proposal to the District regarding faculty salaries.**

**Pay the faculty their 9<sup>th</sup> place ranking adjustment and pay it now!**

As you may already know, at the same time we have been bargaining this 2017-2018 contract, we have also filed an Unfair Labor Practice claim against the District with the California Public Employees Relations Board (PERB) because of the District's refusal to pay us our 9<sup>th</sup> place ranking adjustment increase. FARSCCD knows that this increase should be 3.54% back to July 1, 2017 and *the District acknowledged that this is the correct increase!* We filed the PERB case in late Fall 2017. We are continuing to bargain in good faith on the current contract, and hope to find some resolution soon. We need the faculty to begin voicing that TIME'S UP and the District needs to make us whole. We have scheduled negotiation meetings into the summer months and will send out periodic updates via the Gmail contact list. To stay informed, send us an email with your personal email to [farsccd@gmail.com](mailto:farsccd@gmail.com), if we do not have your personal e-mail address.

**We Need You**



**THE NEXT BOARD  
MEETING is Monday  
June 11 @ 4:30 at the  
District Office**

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After over a decade of service to the RSCCD faculty on the FARSCCD Executive Board, Dr. Barry Resnick has decided to step down. Barry has been a staunch advocate for faculty during his tenure on the board. His advocacy has included ensuring faculty have representation when meeting with administration, in negotiations with the District, as well as holding the District and the Board of Trustees accountable for their actions.

His zeal has helped to energize members of the executive board. Although Barry's presence on the Board will be missed, he will continue to work with the executive board, and has agreed to serve as the Political Action Chair (PAC) for the upcoming November elections.

The FARSCCD Executive Board extends its heartfelt, sincere gratitude and best wishes to Barry in all his future endeavors.

# THE FARSCCD REPRESENTATIVE COUNCIL

Under the New CTA structure, FARSCCD's Advisory Committee has evolved into the ***Rep Council***. We invite interested faculty to become representatives of their respective divisions or departments and serve as Council Members.

The ***Rep Council*** is the policy and advisory branch of FARSCCD. The committee members are an elected body of CTA members who will meet only twice per semester to discuss and propose policy changes, negotiation items and general guidance to the FARSCCD Executive Board.

**The *Rep Council*** is a vital part of the union and instrumental in the future of FARSCCD.

To join, contact us at [FARSCCD@gmail.com](mailto:FARSCCD@gmail.com).

## 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

## CTA AFFILIATION

By now you should have seen the CTA deductions on your March 31 and April 30 paychecks. The deductions are as follows:

Fulltime Faculty : \$135/month for 10 months;

Adjunct Faculty not with CTA at any other college districts: \$35/month for 10 months;

Adjunct Faculty with another college district: \$15/ month for 10 months.

Faculty who were charged both FARSCCD and CTA dues for March and April will receive a reimbursement check along with their new CTA/NEA membership cards. These items will be mailed to your home during the summer.

Please be sure to send the **Discontinuation Form** to Nancy Tanner in the Payroll Department to stop the legacy \$45 FARSCCD dues. You can email the signed form to [tanner\\_nancy@rscdd.edu](mailto:tanner_nancy@rscdd.edu).

Lastly, faculty who are not CTA members are no longer union members. FARSCCD has affiliated with CTA and in order to be a member, faculty are required to fill out a CTA membership application and send it to [farsccd@gmail.com](mailto:farsccd@gmail.com).

Once we receive your application, membership and coverage under CTA begins 30 days later. Don't wait until you need the union to sign-up. Do it today!

All forms can be found at [www.farsccd.org](http://www.farsccd.org).



# GOOD LUCK JULIA

The FARSCCD Executive Board wishes to congratulate FARSCCD Board member Julia Verecelli on her retirement. We wish you the best on all of the new adventures retirement can offer.

Julia was a vocal advocate for all faculty, but especially for our members at CEC and OEC. She was a strong supporter of students and staff and a valuable member of our team.

We will miss you!

## YOUR RIGHT TO UNION REPRESENTATION

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my steward or union officer be present at the meeting. Without representation, I choose not to answer any questions.”

1975 US Supreme Court Case. The Weingarten Decision

The FARSCCD Executive Board - How can we help you?



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