

*WLAC AFT Faculty Guild Adjunct Faculty Meeting
April 22, 2009*

Bruce Anders (subbing for Olga Shewfelt) called the meeting to order at 1:00 p.m. The minutes of the March 25th meeting were read and approved and used as the basis to review important issues.

FPIP and FON: We noted that 7 – 10 new faculty will be hired at West this semester, to be on-board for the Fall 2009 semester, despite the deep cuts in sections. This is attributed to the District's desire to bring the nine campuses into conformity with its Faculty Obligation Number (FON), determined by the state to raise the ratio of full-to-part-time faculty so that it is closer to the 75% to 25% goal. This is both good and bad news for adjunct faculty. The good news is that many more fulltime positions will be available, 114 district-wide, this semester, and, it anticipated many more next academic year. The bad news is that burdens of the deep cuts in sections have completely upon the adjunct faculty.

SLOs: Student Learning Objectives: We looked again at the meaning of "Participates in the Student Learning Outcomes Assessment Cycle" designation on the faculty evaluation form in Appendix C, page 185 of the current Agreement. The key paragraph reads as follows:

"Participating in program review, updating course outlines, and, as a discipline or department, writing SLOs and establishing assessment tools/rubrics are the responsibility of full-time faculty. Adjunct faculty may participate, but should not be required to do so. If an adjunct instructor does not participate, his/her evaluation will not be affected. If adjuncts do participate, they should be compensated for these ancillary activities. In order to be paid, before undertaking these tasks, they must obtain approval from the college president, the requesting administrator/chair, and the AFT Chapter President, as stipulated in Article 43B2 of the 2008-11 bargaining agreement."

Bruce stressed the need to obtain approval of any ancillary pay before expecting it. It is not automatic and the district has been resisting this provision.

Article 15. Assignment, Summer and Winter Intersession: Bruce conducted a workshop on this article, and focused on Summer assignments.

We first reviewed 15A.2:

2. Colleges shall attempt to fill all available intersession assignments no later than the end of the 12th week of the semester prior to the intersession being planned. The following timelines should be adhered to in order to meet this goal:

- End of 3rd week: Notices to faculty to determine availability
- End of 4th week: Chairs establish and submit to Dean priority lists by discipline

- End of 6th week: Initial offers of employment made to faculty
- End of 8th week: Response from faculty due to Chairs
- End of 12th week: All assignments filled by this date

Faculty members who receive an offer of employment for an intersession shall accept or decline within two weeks of the date the offer was made. Refusals subsequent to an acceptance that occur after the deadlines will be counted as though assigned in establishing subsequent intersession priorities.

Bruce urged adjunct faculty to always let their division chairs know, by the end of the third week of the Spring semester, if they are available to teach in the summer and desire to teach in the summer.

1. Even though there may be multiple summer sessions, there is only one summer priority list for each teaching discipline. Assignments are considered in the following order:
2. Monthly rate contract and regular faculty at the college, in a given discipline, who are teaching a portion of their regular spring/fall load during the summer.
3. All other regular or contract faculty in a given discipline, including those on an approved load-banking plan

Adjunct faculty who have attained seniority under the provisions of Article 16. Relative seniority rank does not carry over into the summer; that is, the adjunct Instructor with the number one seniority number does not have the first claim to a summer class. The Chair of the division determines who gets these assignments. The contract states:

“Priority for Temporary Adjunct Faculty Members. In carrying out their chairperson duties (see Article 17), department chairs will decide how priority is determined for adjunct faculty, separately for winter and for summer intersession, using the following considerations:

“Adjuncts on the college’s seniority lists (excluding probationary and tenured faculty) will be used as a pool but NOT in seniority date order. Rather, as temporary adjunct faculty are assigned and complete an intersession assignment, their priority for the next corresponding intersession will be below all those who did not have an assignment. In providing intersession employment opportunities for temporary adjunct faculty with seniority, chairs will endeavor to rotate the available assignments among those in the pool by first offering assignments to those who did not have one during previous corresponding intersessions” (15B.6).

Adjunct salary for summer session classes is on a “pay-by-course basis, as is a class assignment in the Spring or Fall semesters. Bruce is forming an Intersession Committee per Article 15D:

A college Intersession Committee shall be established on each campus, for every intersession. It shall consist of no less than two (2) faculty members as determined by campus representatives of the bargaining agent and no less than three (3) administrators as determined by the College President. The College Intersession Committee shall serve as an appeals committee to hear and rule upon assignment priority matters.

Adjuncts Reps Meeting: The election was a success and all but one division (Counseling) was able to elect an Adjunct Rep. The Rep serves for one year and may vote in Division elections and participate in Division meetings. Chapter President, Olga Shewfelt, has scheduled a meeting of the Adjunct Reps for May 5th, in order to orient them.

Grievance Report: Bruce reported that most grievances have been about class assignments and involve the Hourly Seniority Lists of the various disciplines. He stressed the importance of the list, that it should be updated each Fall and Spring semester, and that all adjunct faculty should have and are entitled to have a copy of the seniority list for their teaching discipline.

Health Benefits Update: Bruce read from President Carl Friedlander’s April 7th letter to all Guild members, about the Guild’s attempt to protect the core features of the existing health plans. Currently, about four hundred adjunct faculty members participate in the district’s plan. Bruce reviewed the qualifications for healthcare insurance coverage for adjuncts, citing page 12 in the Adjunct Survival Guide:

The district contributes \$2,160 annually toward medical benefits for adjuncts who enroll and meet the following criteria:

- Are teaching in the current Fall or Spring semester
- Are on the seniority list
- Teach at least .33 FTE in the district
- Have taught at least a .2 load for 3 out of the last 8 semesters
- Sign an affidavit attesting that they have no other access to coverage through another employer

Some of those present stated that the criteria to participate are too steep, especially now, when so many adjunct faculty have lost second or third classes.

Bruce stated that the Guild proposes to join the CalPERS group which would move active and retired insured from the district’s own unique Blue Shield PPO to the CalPERS PPO, as there is no other way, according the Guild’s leadership to reduce the increasingly prohibitive costs to the district. The move would save \$15 billion and could result in

salary enhancements for the faculty, including a new Step 10 on Column K of the adjunct teaching schedule; and an increase from \$180 to \$200 in the district's monthly contribution to adjunct health plans. The downside of this move would include the degradation of healthcare insurance policy benefits for fulltime faculty and retirees in the CalPERS Blue Cross PPO, and the limitation of adjunct faculty access to a healthcare policy to Kaiser Permanente.

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