Janus Decision at the Supreme Court: The Loss of Agency Fees

By Paul Fong, AFT 6157 President, and Barbara Hanfling, AFT 6157 Executive Director

In 2016, all public sector Unions dodged a very deep and concerning bullet. Due to the death of the Supreme Court Justice Antonin Scalia, the anti-Union Friedrichs case was sent back to the lower appellate court, where, the angry and rich anti-Union forces had not bothered to present their case against the Unions. It was a good omen for Unions as the case was dismissed and Unions continued their hard and dedicated work representing faculty and others all over the United States.

No Free Riders
But this is changing again, as the forces against the Union are heading to the Supreme Court with another case called Janus v. AFSCME to try to take the rights of Unions away. Assuming this case wins at the Supreme Court level (and we assume it will) we will be facing the issue of “freeloaders and free riders” who don’t pay any dues, but still get fully represented by your Union.

In the next six-nine months or so, it is likely that Janus v. AFSCME case will be decided in the United States Supreme Court and Public Sector Unions, including the San Jose/Evergreen Federation of Teachers, AFT 6157 will no longer be able to collect Agency Fees from non-members to cover the costs associated with collective bargaining. Simply stated, for those who choose not to be members of the Union, no fees will be collected. When this happens, some members may choose to become “free riders,” which means they benefit from our good raises, from our great benefit plan and from representation by the Union, yet they are no longer required to pay dues.

We are concerned that there will be many, very well-funded, anti-Union interest groups that will be inundating our hard working members with information, suggesting that you will get a “raise” if you drop your dues, and advise you to drop your Union membership.

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They may be suggesting that the Union is holding you back and that the Union is working against your interests.

Critical Thinking Caps are Needed
Please put on your critical thinking hat and remember where to put your critical thinking skills to work… Please keep in mind who this message is coming from and look at things happening across the country including Wisconsin under Scott Walker.

Remember also what our independent Union looked like 20 years ago before we affiliated with California Federation of Teachers. We were very dysfunctional; there was tremendous infighting and no one in the administration or at the Board of Trustees would listen to us. Now with over 99% membership we have the ear of the District and the Board. Do we want to lose that?

A Little History
Over 40 years ago, the Supreme Court unanimously agreed to and approved the kind of cost sharing arrangement known as fair share for all public sector Unions. This meant that faculty had two choices: One, to be full members of the Union, pay Union dues, receive all the benefits of the Union and be able to fully participate in all the workings and many of the decisions of the Unions. Or they could determine to be fair share payers, continuing to pay most of the dues. The Janus case is bankrolled by the National Right to Work Foundation and the Liberty Justice Center – the litigation wing of the Illinois Policy Institute – part of a network funded by billionaires and corporate CEO’s such as the Koch brothers who use their massive fortunes to tilt the playing field in their favor. Remember all Unions are required to bargain for all workers and all workers benefit from what we bargain.

Under current law, every Union-represented teacher, classified, police officer, caregiver or other public service worker may choose to join or not. Since all workers benefit from the Union’s gains, it is only fair that everyone chips in toward the cost. That’s why 40 years ago a unanimous Supreme Court the Abood v. Detroit Board of Education approved the kind of cost-sharing arrangements known as fair share.

Who Is Behind these Attacks?
Although fronted by a lone state employee, the case is bankrolled by the National Right to Work Foundation and the Liberty Justice Center – the litigation wing of the Illinois Policy Institute – part of a network funded by billionaires and corporate CEO’s such as the Koch brothers who use their massive fortunes to tilt the playing field in their favor. Remember all Unions are required to bargain for all workers and all workers benefit from what we bargain.

The Abood case, in 1977, upheld the maintaining of a Union shop in the public workplace. In a unanimous decision, the Supreme Court affirmed that the Union shop, legal in the private sector is also legal in the public sector. The court agreed that non-member could be assessed agency fees to recover the costs of collective bargaining, contract administration and grievance adjustment purposes.

The court stated the following written statement by the Justice Potter Stewart: Agency shop clauses do not significantly infringe on the freedom of association or non-Union employees … as long as they have the option to not support activities unrelated to collective bargaining. Since every public sector offers agency fee options, the law has been enforced equally and fully for the past 40 years.

This new case, Janus, will not change the simple truth that no one is required to join a Union and no one is required to pay fees that go to political candidates. That is already the law of the land. This Janus case is about eroding the freedom
of working people to come together, speak up for themselves and each other and improve their lives by negotiating to make the rules about wages, benefits, hours and working conditions and ensure a more fair playing field between the employer and the employees.

The Janus Case Will Overturn 40 years of a Unanimous Decision
Imagine that there is no Union voice; that we cannot be at bargaining table to negotiate what is best for the community of faculty members. Janus v. AFSCME is a step in that direction. Individually we are powerless to make a difference; collectively, we as a community become stronger against a unified and single employer. However, as individuals we can work to educate others. We can build coalitions and change the direction our group is heading or continue to strengthen it. Your participation is key in extending our resources and maintaining and/or shifting our priorities. We at AFT 6157 are only as strong as the membership allows us to be. So please stay involved with our Union. We need everyone’s support during these challenging times due to Janus vs. v. AFSCME.

Please sign the new membership form that is included in this newsletter and put it in the plexiglass boxes in Repro. Then we can update our membership system, and we can ensure all our faculty members are full and participating members of our Union.

What can you do to help our Union SURVIVE THE JANUS DECISION?

SIGN A NEW MEMBERSHIP FORM
A signed form demonstrates your willingness to continue paying your fair share of union services. Updated contact information helps us mobilize when we need your voice.

TELL YOUR STORY
If the union has helped you at any point during your career, please share your story with your colleagues. Write a newsletter article. Tell your family and friends too!

JOIN COPE
Our Committee on Political Education (COPE) endorses candidates who have demonstrated their support for education and educators.
Hello Folks,

I am writing this article to celebrate our retiring Executive Director, Barbara Hanfling. The headline of this article serves a dual purpose. Barbara has been the “heart and soul” of AFT 6157. That is almost a unanimous opinion in this district. The other purpose of the headline is to explain that she gave her “heart and soul” to this union.

I feel fortunate to know her, to have worked with her, and especially to call her my friend. She is genuinely a fine and decent person whose social conscience and sense of right and wrong made her the perfect fit for AFT 6157. Also, her absolute integrity was apparent even at times when it worked against her own goals. A long ago CFO in our district once told me that Barbara and her negotiations team had “absolute integrity” and he was hopeful that his bargaining team could learn from her.

Before we had Barbara the Union was, at best, weak and ineffective. There was no consistent leadership or continuity to the union. When we had a strong president that had some influence most were quickly overwhelmed with Union responsibilities and their own teaching obligations. They quickly burned out or left.

Barbara’s hire as Executive Director was a result of our affiliation with AFT/CFT almost 15 years ago. The CFT provided some financial support and we were able to hire a professional Executive Director which was crucial to making the Union grow and succeed.

She was the best choice of the possible candidates and with her education, years of Union working experience for the SEIU and her strong Union values made her the best candidate for the job.

She brought not only professional expertise, but also an unusual set of negotiation skills as well as strong personal skills that allowed her to bring a 24/7 sort of professionalism to our union. She has proven to be the best thing we ever did for the faculty, both full and adjunct. Our Union has received national acclaim and she has been recognized as one of the best Executive Directors in the state of California.

Over the last 15 years, her fantastic memory and her strong organizational skills has given the Union an “institutional memory” that served us well in the ever-changing leadership this district has experienced, whether it be with negotiations, faculty vacancies or Human Resources issues.

It was always amazing to those of us around her how much she gave to this Union. Not just her time but her “heart...
and soul.” It would be impossible to calculate the number of hours she spent forging relationships with administrators and members of the Board of Trustees. She was always available to talk to faculty about their issues even when they weren’t necessarily a Union issue. Sometimes a willing ear to listen was all that was needed and Barbara gave it willingly and sometimes just shoulder to cry on.

She was always the power behind the organizing of Union members for political activities, the dreaded phone banking, for example, and giving out assignments to those that attended Conventions or other Union meetings, and she seemed to especially be the spirit of the Union at protest rallies or other organized actions carried out for faculty or students in our District and around the state.

These skills, along with great negotiating abilities, created positive outcomes and solutions that often end up in our contract, a contract recognized around the state as a model document. At other times it resulted in solutions to serious contractual conflicts we would resolve in one of our many meetings between the Union and the administration that most faculty never hear about.

But of course, in Union work as in life, no single person accomplishes great goals alone. Neither did Barbara. She had the help of a terrific team of Executive Board members around her and guiding her and supporting her. Unionism is a “collective” activity. So the new Executive Director will need a strong supportive and team-oriented Executive Board as well, if they are to be successful.

Replacing Barbara will be one of the AFT 6157’s most important decisions. I hope the selection committee and the Executive Board take the time and invests the money to hire the most qualified person available. I encourage all faculty to pay attention to the process and the selection because who replaces Barbara is much more important than who replaces any of the other members of the executive team including the president. So please take this responsibility seriously because her replacement will become the new “Heart and soul of the Union.”

David Yancey
We hired Barbara Hanfling in 2001 as Executive Director of the (then) Faculty Association, but soon to be AFT 6157. My interest was to get someone who could professionalize our union. Of course she far exceeded mine or anyone’s expectations. I quickly dubbed her a “force of nature.” It is fair to say that Barbara’s intelligence, hard work, strong personality, sense of justice, kindness, generosity, and ability to make a deal, helped change the union remarkably. Not only that, as she has fought for and guarded faculty rights in the San Jose-Evergreen Community College District, Barbara helped change how the district did business. By cultivating connections with some individuals, a somewhat less adversarial union-administration relationship morphed into something much more of a productive and oriented to problem-solving.

Over the years, there has really only been one controversy surrounding Barbara. Is she the life blood of the union or the heart of the union? Of course the answer is both. Working with her and learning from her has been a huge personal privilege. As Barbara transitions to a life of retirement with even more tennis, travel, movies and lunches with friends, there will be a huge void in our colleges. All the faculty will miss her caring way, professionalism, effectiveness and indomitable spirit. I will miss our almost daily interactions terribly. Thank you Barbara for everything; you are a special person, and certainly deserve a wonderful retirement.

-- Mark Newton
Dean, Math and Sciences, SJCC

“Barbara retiring is unimaginable! (Perhaps not to her!) Things will never be the same! Thank you so much, Barbara, for all your work for us.”

-- Celine Grenier
ESL Faculty, EVC

“Barbara is one of the coolest and kindest person I met at City College.”

-- Shiva Singh
Math & Science Faculty, SJCC

“I have not known you for as long a time, but have always been so impressed with the balance you, Barbara, bring to this challenging job of teaching us how to assert our rights, leading us in doing so, while keeping in mind that we want and need to be partners with the people on the other side of the table. I have always felt we had the very best advocate one could ever hope for, and am so grateful for all your years of dedication to representing us.”

-- Liza Kramer
Language Arts Faculty, EVC

“I am also so thankful for the leadership you have given the college faculty and the guidance you have provided for me personally. You have been a pleasure to work and travel with. I hope you are able to continue seeing the world in your retirement. You will be missed but I’m guessing we may see you at a picnic or two!”

-- Amber McCall
Dance Faculty, SJCC

Wishing you all the best in your next journey --- fair winds and gentle seas.”

-- Dorothy Pucay
ESL Faculty, SJCC

“Barbara, It has been an honor being faculty during your tenure as Executive Director. Thank you for your passion, your hard work, your support, your presence. There will certainly be a huge void you will be leaving us with. We will miss you.

--- Faculty Picnic, 2002.
--- March to Modesto, 2010.
“Hello Barbara, Please accept my heartfelt gratitude for the outstanding work you did for us over the past 16 years. I wish you the best in your next adventure! Best Regards.”

-- Sydney Sakuta
Laser Technology Faculty, SJCC

“Thank you for your leadership, dedication, sound advice and commitment over the years. Some of you may recall that back in 2010, Dr. Gerry Grudzen and I coordinated a 16-day education trip to Egypt. And, Barbara was among the 48 travelers. I still believe that Dynamic Barbara was behind the “Arab Spring” that swept the Middle East shortly after our departure!”

-- Sami Ibrahim
Chemistry Faculty, SJCC

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Chemistry Faculty, SJCC

“Thank you for all your good, hard work! We will miss you!”

-- Sharon Antonelli
Humanities Faculty, SJCC

Barbara — It has taken me a while to process your upcoming departure — and to formulate my thoughts and feelings. I’m still working on this.

The day that you came to this district was the day that our faculty organization went from being a small time/“bit” player in the way that faculty were treated/mistreated and regarded/disregarded to being a powerful, professional organization operating on “par” with the administration and the Board.

If anyone ever “hit the deck running” in a new position, that person was you. Right after you started, an issue came up for EVC counselors with the then-current Dean of Counseling. I decided to call you — just to see what would happen. As a kind of “test case.” You immediately sprang into action to address and ameliorate the issue. I’ve been a Barbara Hanfling “fan” ever since. And I’ve never been disappointed.

Respectful (to all). Fair (to all). Empowering. Supportive. Caring. Responsive, understanding. Smart. Straight shooter. Creative, innovative. I could go on and on. (So could others.)

I also often viewed you as a “coach” who empowered me (and others) to address issues ourselves (whenever we could) and to do so at the lowest level possible. You never wanted to be “heavy-handed” in your approach. Your sole focus was to resolve whatever the issue was. And hopefully — and often — in a way that worked for — and was respectful to — all concerned.

Over the years that you have worked with us, I have become (and continue to be) proud to be a faculty member here and proud to be a member of a labor union that operates with such integrity and with such professionalism. Barbara, you gave that to me — and to all of us. Thank you.

-- Rick Wagner
Counseling Faculty, EVC
What Has the Union Done for you Lately?

SRP and Evaluations

By Chris March, SJCC Machine Technology Adjunct Faculty

AFT 6157 has done considerably a lot for me over the last year or so!

In the fall of 2016, I read the contract about the salary placement for my situation (field not requiring a master’s degree; I had a bachelor’s degree with 100+ undergrad unit above it). I asked the Union grievance officer Mark Newton, if I should be moved up one step due to my units on top of the bachelor’s degree. He thought I should and passed it up to Barbara Hanfling (AFT 6157’s Executive Director). Barbara worked diligently, and by the end of the fall, the school’s administration had agreed that it was clear that I had definitely been incorrectly placed at the wrong salary placement upon my hiring and that they would pay me retroactively all the way back to my date of hire.

My division began to do a mass evaluation of adjuncts in October. These faculty members had not been evaluated in a while or never (which in certain cases lead to a positive evaluation for the adjunct faculty member as in my case.). This process was to appease to ACCJC (Accrediting Commission for Community and Junior Colleges). According to the contract there are procedures to follow in the evaluation process, which the administration was clearly not following. I publicly called the administration on this violation and started the grievance process.

Do not get me wrong, I have nothing to hide and am all for evaluations. And I will be evaluated during the fall 2017 semester a full two years before I am due for an evaluation under current contract language. But … I wanted to ensure the contract was properly followed.

Again, Barbara came in to help me and worked very quickly to resolve this issue. She was very concerned that the contract was being violated and quickly let the administration know of their violations and that it was unacceptable.

AFT 6157 has done a lot for me recently, and for you too! You just never know what is going on within the District, and the Union may handle a single case for a single member, but it may affect the members as a whole. These cases may go unmentioned to the members. So, just remember that the Union is always watching out for you.

The Union is only as strong as its members. The greatest strength that a Union can have is having its members educated in the contract and actively involved in the Union. So read the contract, join the council of division reps, run for a Union office!

Load Correction and Retroactive Pay

By Felicia Perez EVC Soccer Coach, Kinesiology Faculty

When I was hired by Evergreen Valley College in 2006 my Intercollegiate Soccer Program provided 50% of my load. This was changed in the year 2013 to 45%, and my pay was altered for the 2013, 2014, 2015, and 2016 years. This year Barbara stepped in when I voiced my concern.

Due to the efforts of the Union, I have received retroactive pay for the four years in which my load was altered. Thank you Barbara for all you do.
Teaching in the Time of Trump ... part 2

By Marlise Ajanae Edwards, SJCC Council of Division Reps, SJCC English Faculty

Well, the nuclear threat is the highest it has been since I was a child when, ironically, “the Russians” were the “enemy.” Parents of a sick baby are followed around a hospital, considered some kind of danger to the American public because of their immigration status. Victims of sexual assault are apparently creating the problem by speaking out about a violent sexual culture on many residential college campuses. Waters are whipping across the Atlantic, but that is not because of environmental changes.

Young people who have lived their entire lives in this country are again afraid for the future. What am I missing? Oh yeah, the call for police brutality, the boy scout speech, the military transgender ban, Charlottesville, the NFL comments, health care ... each day stacks a new threat to all of the principles of America. But I’m thinking about how America has rested on principles, and in the status quo of mass culture, the contradictions are forever ignored; maybe this is a time that highlights that principles are meaningless, until they are tested and lived by.

I’ve experienced some personal good from living in this time of Trump, a good laugh with my dad when Scaramucci climbed on the crazy train, got a little too crazy, and fell off in a matter of hours. If you don’t remember Scaramucci, it doesn’t matter. But I had a good laugh with my dad when I really needed it. Humor is a tricky antidote, and laughing at the laughable tragic is respite, but we can’t just eat sheet cake.

Two Choices: Cocoon or Outspoken

In my first reflection on my teaching during this historical moment, I thought I had two choices, cocoon or become the outspoken, politically charged riot citizen I’ve always been ashamed I’m not, doing stuff I don’t really do: marching, organizing, holding sit-ins and teach-ins and walk-outs. But now that this is my every day, I’ve settled for consciously politicizing my students by building class activities around being informed, staying engaged with social issues, learning how to find news and read news and make news, and stay critical about it. I’m strengthening a liaison with librarians to get students utilizing the resources we offer, so that they can be more aware and more engaged as a result. And politicizing my students does not mean influencing them to think like I think.

Because I teach in the basic skills classroom, many of my students are shaped by a fight for survival. In both physical and psychological ways, my students are often precariously seeking space from the prosaic concerns that dictate how life can be lived, so my classroom as a haven has worked for all of us: A comfort zone to craft, to find confidence, to develop in a way that does not rush, or insist or create anxiety.

I still want the kind of classroom that offers many moments of slowness and space-between, but I feel urgent to teach how to engage, even when overwhelmed by an overwhelming every day. I’m beginning with projects that in the past I’ve ended with, asking students to start with looking at the world around them and figuring out what they acutely care about and feel connected to through a social issue paper. Instead of waiting until mid-semester to get into library skills, I started with a library orientation the first week of school, and we are building library skills throughout the semester. In this time of Trump, the library is sacred space.

How to Deal with “Alternative Facts”

We are surrounded by head spinning spin, and “alternative facts.” In response, I want to teach one enduring act; that act is the independent investigation for truth. I was taught this as a religious principle growing up, and it’s what I’m passing on to my students as my critical work in the time of Trump. Assumptions and opinions, one point perspectives, or the beliefs of others are not enough. This is a time to seek to know more, as a daily ritual. We stumbled on a quote in class, a quote by Plato, “Your silence gives consent.” This is a moment when every silence determines the kind of society we consent to live in.

We have to insist on developing those enduring habits that give us confidence to live out loud. My students are from many communities: they are black, they are brown, they are poor, they are immigrants, they are first generation, they are DACA, they are women, they are LGBTQ, they are veterans, they are the formerly incarcerated, they were foster youth, they are disabled; and my work as a teacher is to offer tools that can help them insist on their own loud calls against what affronts their lives and all that would destroy their ability to assert a place in this society.

The crazy, sad, shocking whirlwind that currently describes American politics gives me an opportunity to insist with urgency that my students know that their engagement matters; and that as they develop their own habits to deeply engage with the truths shaping their lives, they will engage more in shaping the society toward a new future, where America is not struggling with contradiction and hypocrisy, not asserting beautiful principles while masquerading.
Move on Across the Salary Schedule

By Sterling Warner, Professional Recognition Chair, EVC English Faculty

The SJECCD Collective Bargaining Agreement outlines several professional recognition opportunities to receive credit for coursework and/or activities. As stated in Article 10.4 of the contract: “The Professional Recognition Increment plan shall reflect college or university units and/or other activities, which have a direct and significant relevance to the professional development of the faculty member.” We urge you to take advantage of the following professional recognition opportunities:

I. MOVEMENT ACROSS SALARY CLASSES

Eligible: Full-time and adjunct faculty members. Movement across the salary classes is based on continuing educational development of the faculty member including education obtained while on sabbatical. To determine how many semester units would be required for you to move to the next class, please email Elvira Valderrama in the Human Resources Office at elvira.valderrama@sjeccd.edu or contact her by phone: (408) 270-6419. More on movement across salary classes can be found in Article 8 — Full-Time Faculty Salary; Article 9 — Adjunct Faculty and Substitutes, and Article 10 — Professional Recognition of the Collective Bargaining Agreement:

http://aft6157.org/contract/

The Application for Approval of Units for Credit on the Salary Schedule (Salary/Class Changes) can be found at http://www.sjeccd.edu/employees/professional-recognition-committee. (On the menu, select Movement Across Salary Classes; then click on Approval of Units [Class/Salary] Application Form.)

II. PROFESSIONAL GROWTH ACTIVITY PAYMENT

Eligible: Full-time and adjunct faculty members. For approved professional growth activities, payment shall be made on the basis of $175 per semester unit or the equivalent to a maximum of six units within any three-year period. Faculty may submit applications for growth activity payment awards to the PRC once annually and no later than April 1 of the school year.

Find more information on professional growth activity payments in Article 10 — Professional Recognition — of the Collective Bargaining Agreement:

http://aft6157.org/contract/

The Professional Recognition Application for an Activity Payment can be found at: http://www.sjeccd.edu/employees/professional-recognition-committee. (On the menu, select Professional Growth Activity Payment; then click on Activity Payment Form.)

III. PROFESSIONAL RECOGNITION SALARY INCREMENTS — STEPS 14, 17 AND 19

Eligible: Full-time faculty once they meet longevity requirement. To determine eligibility to submit a step plan, faculty may contact Elvira Valderrama in the Human Resources Office at (408) 270-6419 or email her at: elvira.valderrama@sjeccd.edu. Find more information on professional recognition salary increments in Article 10 — Professional Recognition — of the Collective Bargaining Agreement:

http://aft6157.org/contract/

Full-time faculty can find the Professional Recognition Application form to submit a Step 14, 17 or 19 Plan at http://www.sjeccd.edu/employees/professional-recognition-committee. (Select Professional Growth Salary Increments — Steps 14, 17, 19; then click on Steps 14, 17, 19 Movement Form on the menu.)

Council of Division Representatives Welcomes New Members

The AFT 6157 Council of Division Representatives held its Fall 2017 meeting on November 3rd at Evergreen Valley College. Front (left to right): Steven Graham, Kelly Nguyen-Jardin, Ken Jardin, Diana Pham, Jonathan Cronan. Back (left to right): AFT 6157 Vice President Randy Pratt, Mirella Burton, Rosa Pereida (guest), Guilleramo Castilla, Srvani Banerjee, Garry Johnson, RJ Ruppenthal, Marlise Edwards, Clem Lundie, AFT 6157 President Paul Fong, Adjunct Rep At-Large Jory Segal.
Know Your Rights: Overload Assignments (reprinted)

By Debbie De La Rosa, AFT 6157-R Retiree Secretary

It is incumbent upon all full-time faculty to keep abreast of contractually agreed upon working rights and how they impact their teaching overload. Article 15 of the AFT 6157 Collective Bargaining Agreement addresses overload and faculty rights to this working condition. Here is a brief snapshot of those rights as they affect full-time faculty.

Voluntary Nature of Overload
All overload, whether it occurs within or outside of the academic semesters of our 156 day calendar is voluntary. Exceptions do apply. Work may be necessitated by virtue of job requirements by District, by state mandate, appointment to committee work, etc. Faculty are compensated according to the applicable provisions of Article 15 as related to payment for overload.

Overload within the Academic Semester
Overload is limited to six units or 40% of a full load each semester. Priority for this overload is as follows: Full-time regular academic faculty from home campus (this means everyone who has an FSA in that area); full-time regular academic faculty from the other District campus; temporary full-time contract faculty.

Overload Assignment Outside of the Academic Semester

Instructional Faculty
Full-time faculty are paid from the Intersession and Summer Pro-Rata Salary Schedule (Appendix D-3 Lecture, and Appendix D-4 Lab) for any instructional assignment outside of the 156 days for the first 40% taught annually.

Instructional overload assignments over the 40% annual maximum will be paid at the faculty member’s placement on the Adjunct Pro Rate Salary Schedules (Appendix D-1, Lecture and Appendix D-2, Lab). Faculty who teach summer and/or winter intersession may be offered more than one course per session.

Non-Instructional Faculty
These members shall be paid at the non-instructional hourly rate (Appendix D-5) for service provided outside of the academic semester.

Priority of Assignment for Overload Outside of the Academic Semesters
Keep in mind the following priority list when teaching overload outside of the Academic Semesters.

• Faculty members from the discipline and home campus who were not employed during the preceding summer and/or winter intersession;
• Faculty members from the discipline and home campus who were employed during the preceding summer and/or winter intersession;
• Faculty members from the home campus who were not employed during the preceding summer and/or winter intersession;
• Faculty members from the home campus who were employed during the preceding summer and/or winter intersession;
• Faculty members from the other District campuses who were not employed during the preceding summer and/or winter intersession;
• Faculty members from the other District campuses who were employed during the preceding summer and/or winter intersession.

Finally, it is also important to be familiar with the definition of “discipline” as defined in the contract. Discipline is defined as the department where the faculty member either receives his or her 1.0 equivalency load or the majority of the load if he or she teaches in more than one department. Majority of the load shall be defined as 50% or greater of a load.

Also please remember that although overload is certainly a contractual right of all full-time faculty, we encourage full-time faculty to be aware of our adjunct faculty when deciding how much overload to teach.
Introducing Kathleen Melendez: SJCC Adjunct Counselor

By Tuan Ngo, AFT 6157 Council of Division Reps and SJCC Counselor

It is my pleasure to introduce Kathleen Melendez to our AFT community. She grew up in the Bay Area and lived in San Francisco, then in the East Bay, and now in the South Bay. Kathleen joined our counseling team in July 2016 as an Adjunct Counselor for the at San Jose City College, where she provides comprehensive counseling services to our diverse student population.

Kathleen received her bachelor’s degree in psychology from San Francisco State University and her master’s degree in counseling education from San Jose State University. In addition to providing counseling services to our students, she also teaches Guidance-50A, which is a First Year Experience class for new, incoming students.

Before working at San Jose City College, Kathleen was the Alumni Success Counselor for Downtown College Prep (DCP) in San Jose. As the Alumni Success Counselor for DCP, she provided academic and career counseling services to educationally and economically disadvantaged students. She helped them understand the transfer and financial aid process as well as taught professional and personal development workshops. In addition, Kathleen was a substitute teacher for the Santa Clara Unified School District prior to working for Downtown College Prep.

Kathleen has always had a strong desire to help people through difficult times, and she recalled how difficult it was for her to navigate the college system, which fueled her desire to become a college counselor and to help others to better navigate the collegiate landscape.

AFT 6157 Mentorship Success

Flora Payne, EVC’s CAL WORKS Counselor

By Jory Segal, AFT 6157 Adjunct Executive Board, Grievance Officer and Kinesiology Faculty

I first met Flora Payne more than 15 years ago.

I had a wonderful time talking with her at lunch recently. She is an amazing, dedicated, and animated faculty member. We are so lucky to have her as one of our new full-time faculty members. Flora has been working in our District since 2009 as an adjunct faculty member. She was originally hired as the coordinator for the Affirm program and to teach classes. It was great to share some Union experiences with her.

Flora graduated from UC Santa Barbara with a degree in political science in 2004. Before transferring to UCSB, Flora studied at EVC. She worked for a couple of years at Metro Ed as a teaching assistant in ESL. Counselor Harvey Gipson suggested that Flora return to school for her master’s degree in counseling. He thought Flora would make an excellent counselor. Flora liked Harvey’s recommendation and completed her master’s degree in 2008.

Upon graduation she landed a job, teaching at Disney World. Flora did not attend an interview when she applied, she was told she was auditioning for the very competitive position. Flora was part of the growth education series at Disney. She taught chemistry, animation, multi-cultural diversity, etc. to K-12 students. She spent a year in Florida and then returned to California and began working at EVC. Thank you for moving back, Flora.