**Minutes of the San Diego Adjunct Faculty Association, June 12, 2015 Mesa College Room: Room H-117, Board Meeting 1-3pm**

**(Membership Committee 12-1pm, Adjunct Advocacy Committee 3-4pm)**

**(version 6/25)**

Carlynne Albee, George Castil, Valerie Chau, Ian Duckles, David Milroy, Arnie Schoenberg, Yanina Valdos, Hector Valtierra, Carol Whaley

1. *David* called the meeting to order at 1:05pm.
2. We approved agenda and minutes from 5/15/15 meeting.
3. Board reports:
   1. Chair (*David Milroy*)

reported on retirement, social security & STRS, House Bill 973 SOCIAL SECURITY FAIRNESS ACT OF 2015. David passed around a petition, and asked people to sign an online version at: www.popvox.com/bills/us/114/hr973

* 1. Vice Chair (*Yanina Valdos*)

Membership update: 17 people have paid, 22 pending.

* 1. Treasurer (*Carol Whaley*)  
     We have just over $200. We have an EIN. We are heading to Mission Federal after the meeting to set up the bank account.
  2. Secretary (*Arnie Schoenberg*)

gently reminded campus representatives to please share agendas and minutes with their constituents and solicit their input.

1. College Representatives

before the meeting they were asked to: 1) get input from constituents 2) report on contracts, specifically Job Secuirity/PoA, Health Benefits, and Office Hours

* 1. C.E. at large (*Vicki Maheu*)

*Vicki* emailed that the SS and STRS discussion will be important. We are expecting problems with the distribution of full-time hires.

* 1. City (*Salvador Gonzalez*)  
     *Salvador* emailed that he is working on a plan of action to deal with PoA problems.
  2. Cuyamaca (*Ian Duckles*)

discussed the lack of a direct adjunct email distribution list, and possible asking for help from the academic senate and the AFT.

* 1. Grossmont (*Rob Fargo*)

*Rob* emailed that he didn’t have anything to report about Grossmont, but that he is having PoA problems at Mesa.

*George:* announced that David was named leader of Academic Senate Part-Time Officer at Large

*David:* brought up the issues of lack of paid office hours, and we discussed avoiding some of the problems with Palomar (one per class) and the SDCCD (limited pool and wage theft discourages adjuncts from offering office hours; unknown rate)

* 1. Mesa (*Christine Martin*)

*Christine* emailed in problems with PoA.

*Carlynne*: Adjuncts are very busy, but one wanted more pizza. We need to promote SDAFA more.

*David:* We have problems with office hours and Priority of Assignment.

* 1. Mira Costa (vacant)

Let’s put the word out.

* 1. Miramar (*Valerie Chau*)

will use an email script to introduce herself to her constituents.

* 1. Palomar (*George Gastil*)  
     The Palomar Faculty Federation (PFF) hasn’t had a recent adjunct meeting. The PFF needs more training in collective bargaining. They are showing the film Think Inc. (https://vimeo.com/123763730). Their next election is in Spring 2017.
  2. Southwestern (*Rusty Nichols*)

*Rusty* emailed a statement:

“Re: contract issues—this is a generic concern that I imagine relates not just to SWC. Our union recently negotiated an across-the-board 2% pay raise, to much fanfare and general adulation. It seems nobody recognizes (or wants to, perhaps) that any such across-the-board percentage raise contributes to widening the pay gap. For someone already making $100K/year, that means a substantial pay raise of $2000. But to those of us making $10k/year, that pitiful 2% means only a negligible $200/year raise.

Re: SWC union elections. Our local faculty union Election Committee is made up of three people, currently all three adjuncts (and one of them is me). Even though the ratio of adjuncts to full-timers is 75-25, the union leadership and election system is highly biased towards full-timers. But then, that’s not a big surprise, is it?”

*Hector:* adjuncts get a first interview, but there is no preference for them to move beyond that.

*Yanina:* The rehire policy is draconian.

1. Committee Reports
   1. Adjunct Advocacy Committee, met from 3:20-4:30pm
      1. We discussed setting up meetings with Jim Mahler
         1. topics for SDCCD include:
            1. PoA problems:

*George:* My Dean tried to talk me out of applying for PoA.

*Carol:* The contract is being misinterpreted.

*Arnie:* The Deans are wonderful people as individuals, but they use the loopholes in the contract to threaten adjuncts. We need to change the contract to close these loopholes.

We discussed why the problems persist?

The Deans and Chairs want programming flexibility.

There is a “secret memo”, or unwritten policy, that says administrators are supposed to cut costs by keeping adjuncts from getting health benefits.

There is a financial incentive to take the limited RAF money from part-timers and move it to full-timers; adjunct benefits come out of full-timer salaries.

* + - * 1. Office Hours:

Money:

*David:* we need more money.

*Carlynne:* The pool needs to be calculated by past average adjunct FTE multiplied by their average salary

Space:

*Arnie:* confidentiality is a problem, lack of computers and printers, use of general areas

* + - * 1. Parity

*David:* Resource Allocation Formula (RAF) determines parity

*Carlynne:* Instead of percentages, give flat dollar raises (e.g. everyone gets an extra $500 a year) to close the gap faster. People will understand the raise and the fairness issue.

* + - 1. Grossmont/Cuyamaca
         1. email list access (see *Ian’s* report above, IV c.)
         2. office hours (see *Rob’s* report above, IV d.)
      2. Continuing Education
         1. *Arnie:* 15 hour list
    1. Survey: *Carol* will draft a survey of adjunct conditions.
    2. Guild elections: *Carlynne* will advocate for fair elections with candidate statements.
  1. Membership Committee (*Yanina*) met from 12-1pm.
     1. Brochure: membership benefits, advocacy, compiled information
     2. Mass mailer, post card, business card, refrigerator magnets, pens, in every adjunct’s mailbox
     3. Piggy-back on the survey to let adjuncts submit their stories
     4. We need to start advertising the general meeting in September
     5. We need to set up our flex events now, orientation for new members, site specific pizza. Ideally the Campus Representatives will set them up for their own campus.
  2. Budget Committee: *Carol*
     1. Seed money, we need money to get started
        1. all the board members kick-in $50
        2. restaurant fundraiser: Souplantation, Blind Lady Ale House
        3. Crowdfunding: Kickstarter/ GoFundMe/ Patreon
     2. grants
        1. use New Faculty Majority as a model
  3. Elections Committee: *David*
     1. We will have a meeting in July

1. Old Business
   1. What every adjunct should know: *Carlynne*
      1. The questionnaire is available on Facebook and Wiggio. Campus representatives will take responsibility for gathering the information. We all need to check for accuracy. Scott was drafted to make it into a Wiki format
   2. We formally approved revising the Minutes of 4-24-15 to fix the CE title:

**~~C.E. at large~~ San Diego Continuing Education (SDCE)**

1. New Business
   1. We discussed the Adjunct to Full-time pathway
      1. Full-time hires fast-tracked. 60 positions in SDCCD, 30 in Grossmont/Cuyamaca
      2. Policy: We need to change the education code policy to allow adjuncts to transfer to full-time positions. Join the CPFA program.
   2. Meetings with AFT: *Ian*

We agreed on the importance of meeting frequently but there are so many issues that we need to set up separate meetings.

* 1. Student Contact: *Hector*

We should encourage student collaboration. *Arnie:* Have every Campus Representative meet with their student representatives, and CC: them our minutes and agenda announcements.

[meeting time extended 15 minutes]

1. Upcoming Events
   1. Our Board Retreat (next board meeting) was tentatively set for UCSD’s Che Café for Sunday, July 19, 9am-5pm. We need to look for a keynote speaker
   2. Flex Events: Each Campus Representative should set up a SDAFA Orientation flex event at their campus
   3. *David:* Tuesday, August 11, 5-7:30pm at Grossmont, Cliff Liehe will be speaking on STRS retirement for adjuncts. He is available to speak at other campuses on Wednesday, campus representatives should take advantage of this.
   4. late summer membership building: Everyone please send ideas for Pizza Party, Dinner Party, Restaurant, Beach BBQ, Condo Pool Party, Picnic, Coffee House, etc.
2. no Member Comments

[meeting adjourned 3:17pm]