

December 2018

Contract Update

Our new contract has now been in effect for several months. As with all collective bargaining agreements, the parties review the operation of the new agreement to make sure that the intent of both sides is accurately reflected in the contract implementation. We have been doing this and talking with the District about tweaks to the contract and about possible Memoranda of Understanding. We'll keep you updated with any changes.

A Message from your Union Secretary



Court Watch: In late February, the Supreme Court heard oral arguments on the issue of public employees paying agency fees to public sector unions to help defray the costs of collective bargaining and representing employees. In June, the Court ruled that non-union members are not required to pay such fees. Consequently, unions like ours have lost a substantial amount of money. That has limited our ability somewhat to represent you and to fight for fair working conditions for you. But we're doing the best we can.

The remedy is to increase the number of dues-paying members of our union. So far, we have lost only **one** dues-paying member. We need you to join today so that we can help protect you tomorrow. Otherwise, there is a chance that you will be left on your own to fight the college for a fair wage, fair working conditions, and a fair hearing if you are called in to a meeting with a dean or other administrator. Please safeguard your future by joining our union today. For those of you already members of our union, thank you!

Contact me today for a member enrollment form.

secretary@mccaaf.org

A Call to Action from Your President



Everything worth having is worth working for. So it is with better working conditions. So it is with rehire rights. So it is with equal pay for equal work.

In our new contract, we won better working conditions and, for the first time, we won rehire preference rights. That's a big deal! But there is still work to do to get equal pay for equal work.

You can help us get equal pay for equal work into our next contract. But it takes a committed effort on your part.

The first thing is to become a dues-paying member of our union. Use this link and then use the Membership button to learn how to enroll as a member. It's easy. It's painless. It's beneficial.

When you become a dues-paying member of our union, you are showing the District that you stand with all of your colleagues in demanding that we all be treated fairly. There is negotiating strength in numbers, in having a lot of dues-paying members. It shows the District that it's not just the negotiating team that wants equal pay for equal work. It shows the District that we all want that in our next contract.

The second thing takes a commitment of time, a consistent small chunk of time to show up at a Board of Trustees meeting or a demonstration or a picket line on Barnard Drive. Twenty minutes of your valuable time is a small price to pay for a chance to get equal pay for equal work. Your presence can make the difference between success and failure.

Twenty years ago, your union got officially recognized by the State and the District as the bargaining unit for Associate Faculty and it achieved a hard-fought first binding contract because your predecessors made their presence known at board meetings, at demonstrations on campus, and at picket lines on Barnard Drive.



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The climate was different then. The Board was hostile to our efforts.

The climate is different today. The Board recognizes us as valuable members of the college community. But the Board has to weigh competing demands for its budget resources. It's up to us—it's up to you—to convince the Board that giving us equal pay for equal work is the only fair thing to do.

This is an ongoing effort. It's up to you. You and your actions will determine the outcome. It's up to you. It's always up to you.

You Are Not an Adjunct Instructor

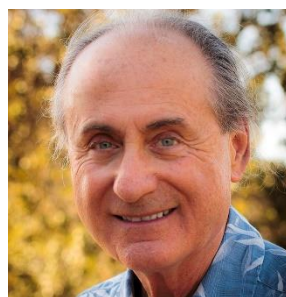
Non-tenure track instructors are often called "adjuncts." Dictionaries define adjuncts as: a thing added to something else as a supplementary rather than an essential part. Are you and your non-tenure track colleagues not essential to the functioning of the college(s) where you teach? The answer is "No!" You are essential.

At MiraCosta College, we "adjuncts" teach more than half of all classes. The college builds its budget on the assumption that it will employ from semester to semester a large number of teachers who won't get the pay and benefits that tenure track teachers get. Without us, MiraCosta could not offer all the classes that it does. Without such exploitation of our labor, MiraCosta College could not operate as it does.

We are essential to the functioning of MiraCosta College. As "essentials," rather than "adjuncts," we should be treated accordingly. We should get equal pay for equal work. It's the right thing to do.



Your union's vice president, Al Nyman, was honored in October as a "Champion of Change" for his work in our community and received the Medgar Wiley Evers Award from the North County NAACP.



Your union's secretary, Joe Chirra, was honored in May by the Academic Senate as the recipient of the Leon P. Baradat Faculty Service Award.

Al and Joe are just two examples of the outstanding people who make up our Associate Faculty. Your union is here to help them and to help you to serve our students. Help us by becoming a union member today! Request an associate faculty union Membership Enrollment Form at secretary@mccaaf.org