

March 2018

Contract Update

Your union met with the District's negotiators on March 1, 2018. We presented some counter-proposals on several articles. They took them under review and will respond at our next negotiation on March 15th. We said we were not willing to take any less money for things we were already doing. We asked if they were authorized to negotiate equal pay for equal work. They said they would discuss this with the Board of Trustees. While negotiations have been cordial, we are still far apart on issues of salary and rehire rights.



A Message from your Union Secretary

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. It appears that the Court is likely to rule that non-union members will not be required to pay such fees. Consequently, unions like ours may lose a substantial amount of money and that would severely limit our ability to fight for fair working conditions for you.

The remedy is to increase the number of dues-paying members of our union. 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



THIS IS WORTH REPEATING. 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 some labor contract negotiations, the parties reach a point of impasse, a point where the parties dig in and won't budge from their positions on a provision or provisions being proposed for a new agreement. In our current prolonged contract negotiation, we haven't reached the point of impasse on rehire rights or equal pay for equal work, but we're moving in that direction.

You can do two things to help us get both provisions into our next contract. One thing takes a wee bit of time. The other thing 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 and rehire rights. It shows the District that we all want those things 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, a couple of times in the next several months, is a small price to pay for a chance to get equal pay for equal work and rehire rights. 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

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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. 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 and giving us rehire rights is the only fair thing to do.

This is a call to action on two fronts. It's up to you. You and your actions will determine the outcome of the contract negotiation. It's up to you. It's always up to you.



Your union's president, Krista Warren-Yagubyan, is being honored in March, in Sacramento, as FACCC's Part-Time Faculty member of the year. Krista's tireless advocacy for Associate Faculty and for her students exemplifies the commitment she has to making quality education a hallmark of our society. Congratulations, Krista!



Edwina Williams, associate faculty member in sociology, has been selected as a recipient of the 2017/18 Hayward Award for Excellence in Education.

The Hayward Award, presented by the Board of Governors, honors "outstanding community college faculty who have a track record of excellence both in teaching and in professional activities, and have demonstrated commitment to their students, profession, and college."

Edwina was a student at MiraCosta before getting her BA and MA at Cal State, San Marcos. She created Project LIKE (Literacy is Knowledge and Empowerment), a global literacy program. She is the faculty co-advisor to Umoja and the faculty advisor to the Latina Leadership Network.

Congratulations, Edwina!

These colleagues 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!