

May 2018

Contract Update

After several negotiation sessions in March and April, the District is now considering a number of counter-proposals offered by your Union. The District is expected to respond to these at the next session on May 10th. Wages, rehire rights, and evaluations have been the focus recently. Some progress on each of these has occurred but no tentative agreements have been reached on any of them. Please visit this site's [Latest News](#) to get the latest updates on our contract negotiations.



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. It appears that the Court is likely to rule in June 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 represent you and 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 ONE MORE TIME. 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

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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. 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.

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 treasurer, Erin Thomas, was honored in April, in Los Angeles, as a recipient of the Community College Association's W.H.O. Award. W.H.O. stands for “We Honor Ours” and is given annually to select local CCA leaders for their outstanding work in representing local unions and their members during the year.

Congratulations, Erin!

Erin is just one example 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 a Membership Enrollment Form at secretary@mccaaf.org