

Christie Diep, United Faculty President
Statement to Board of Trustees Dec. 10, 2019

I have three items to share:

First item: Based on the conversation at the last Board of Trustees meeting, I want to point out that many CA community colleges provide retiree lifetime medical. I've created a chart from our comparable districts along with Los Angeles Community College District and printed out the source documents for your convenience. I appreciate your time in looking at these documents.

Second item: Last Friday, United Faculty was contacted by PERB and we have been approved for mediation. We will be receiving the details soon.

Third item: I want to read a few words from an October, 2017, CTA news article concerning the legal requirements for negotiating rehire rights for adjunct faculty:

For too long there have been discussions of rehire or seniority rights for part-time faculty. An adjunct could teach 20 years or more, then suddenly lose a job for no reason. Adjuncts have had few if any protections and no job security. That's not good for the part-time faculty, obviously, but it has also hurt students who need access to faculty, and need to know whether they can continue taking courses with those part-time faculty as they plan their future course schedule.

I would also add that at some points there are departments in our District that see a ratio surpassing 75% adjunct faculty to 25% full-time faculty. If we don't provide protection and basic respect for adjunct faculty, we are undermining the core mission and values of NOCCCD. Not to mention that the District is now legally required to establish rehire rights. It appears to the public that our Trustees are taking a very unfriendly stance towards adjunct faculty.

It's an embarrassment that any NOCCCD faculty would have to ask to be treated with the respect we deserve as professionals. What is the message to adjunct faculty who generate the bulk of revenue for the District? All faculty, both full-time and adjunct, want to see that our Trustees recognize and thoroughly understand the structural importance of our concerns.

What we long to be able to say can be heard in this statement to CTA from the previously referenced October 2017 article.

Adam Wetsman, Rio Hondo College Faculty Association bargaining chair, sees the legislation as important "to help increase the professionalization of part-timers," and he is pleased that Rio Hondo College Superintendent/President Teresa Dreyfuss was "willing to listen and understood the importance of the issue. We quickly reached an agreement on this."

Have you seen how many of our surrounding, competing, districts have already successfully negotiated these rights? All faculty are looking towards each of our Trustees.