

00:47:58 Geoffery Johnson: We also need to be acknowledged as a key stakeholder in accreditation,.

00:51:03 Susan Reno: Hello fellow Adjuncts and advocates of Adjuncts! Have a great day!

00:58:27 Susan Reno: Jeff Michaels, one of the best Union workers!! Thanks for all you do Jeff!

00:58:52 Lidia Stoian | FACCC: We agree, Susan.

00:58:53 Donna Frankel: Thank you Deirdre for advocating for us through your work on FACCC. I can go back to my notes from the Jennifer Baker days on FACCC, and even before her-the year Jonathan Lightman was hired, when I attended my first FACCC conference, and sadly the issues have not changed that much in 30 years. Yes, we have unemployment benefits, some of us are paid for office hours and governance work and we are allowed to have STRS. We raised the 60% to 67%-I advocated for no cap-but still collected signatures for equity pay, but the other items have largely unchanged. During these tight budgetary times-what should priorities look like for PT on FACCC now?

01:04:38 Dana DeMercurio (FACCC): Thats

01:05:02 Dana DeMercurio (FACCC): That's a great question. We look forward to having that discussion today and brainstorm while in breakout rooms!

01:05:26 Carlyne Allbee: There is a law, isn

01:06:38 Deirdre Frontczak (FACCC): You go JEFF!

01:06:50 Carlyne Allbee: Isn't there a law that says 75% of class sessions, etc....? But my point here is not that the law exists and is ignored, but In all the years that it has existed, has anyone seen it noted by any Accreditation body?

01:07:31 Jeffrey Michels (CCCI): The GOAL is in the law, but it is not REQUIRED, and it is not funded... so it doesn't have the teeth it would need to matter...

01:09:34 raymond brennan: Jeff is right. So until the legislature puts teeth in the existing law or puts forward a new bill that makes non-compliance hurt districts financially, it will continue to be ignored.

01:10:32 Geoffery Johnson: Essentially 75/25 needs to be linked to the Faculty Obligation Number, or FON.

01:10:55 Carol Whaley: Exactly Geoff!

01:11:38 raymond brennan: That would help, Geoff. There is talk of rebenchmarking the FON which could complicate things.

01:12:13 David Milroy (CPFA/FACCC): So if PT Equity is a \$2 billion problem and we are now spending that \$2 billion in our budget...what are we spending the money on? FT and admin salaries. Any money that comes in will be diverted to non-PT faculty automatically by admin and unions. Solution? Budget line item? We have it and it is not funded.

01:12:15 Shahrzad Nouraini: Cna't tell you how many hours of prep I've put for moving my courses to online instruction

01:12:38 John Martin (CPFA): Despite the goal of achieving 75%, there will always be PT faculty and thus equity issues will always need to be achieved.

01:13:24 Sue Broxholm: Yes John!

01:13:39 raymond brennan: That has been an issue across the state, Shahrzad. There is quite a variance among the districts in how much, if any pay is given for transitioning courses online.

01:13:40 Geoffery Johnson: Well, in CFT we've been talking about forcing CC's to be not allowed to fall before their present ratios, then be forced to make progress towards 75/25.

01:13:41 Scott Douglas: The notion that 75/25 is not obtainable because of cost is a red haring. It need not come with added cost!

01:13:58 Jeffrey Michels (CCCI): I don't think we will ever get to 75% (without a law requiring it) until we achieve PAY EQUITY. As long as part-timers are CHEAPER, districts will resist creating more full-time positions. If we PAY part-timers more and give them BENEFITS, we will also improve FT-PT ratios in the long run.

01:14:01 Carol Whaley: Yes, John, we need more FT positions to achieve the 75-25 but we also need pay parity for Part-timers as well.

01:14:39 Geoffery Johnson: More FT positions and pay parity are not mutually exclusive.

01:14:48 raymond brennan: Yes. And Pay Equity ranges from very, very good, to abysmal. There is no state-wide standard for it.

01:15:34 Geoffery Johnson: My understanding is that Marin and Peralta are closest to this.

01:15:51 John Martin (CPFA): The question is: Should the 75-25% ratio be achieved first or equity for PT come first? The chicken or egg question!

01:16:07 raymond brennan: But, let's keep in mind that Pay Parity doesn't address all the other things that Full-Timers have that Part-timers don't: sabbaticals, better benefits, more steps on the pay scale, and so on.

01:16:14 Scott Douglas: Good question John M.

01:16:38 Carlyne Allbee: The parity first because the districts will claim the 75-25% rule in not possible.

01:16:38 Dana DeMercurio (FACCC): Excellent, Kristie. Thank you so much for all that information!

01:17:37 Scott Douglas: We do not need equity to have 75/25. The two objectives do not need to be sequential.

01:20:09 Terri Taylor: Also share link in Chat please.

01:23:24 Sue Broxholm: Get rid of the two tier system.

01:23:26 Josué Arredondo CCA: Our it is not a goal and it is a red herring.

01:23:30 Josué Arredondo CCA: \*or

01:23:56 David Milroy (CPFA/FACCC): As Jeff pointed out, increasing PT pay and benefits...will help colleges see their way to hiring more FTers

01:24:57 Josué Arredondo CCA: Any bill that costs money has to go through Appropriations. This is where bills go to die.

01:25:20 Geoffery Johnson: Yes, so long and rehire rights and job security are part of the mix.

01:25:22 A. Courtney: Excellent points John!

01:25:40 Scott Douglas: Yes! But, even you freeze full-time pay, it will take time to get to there. This is, however, a way to fix it. We get what we can in increased funding and put it ALL to part-time pay.

01:26:21 David Milroy (CPFA/FACCC): Scott..love your modest proposal! L)

01:26:30 Scott Douglas: LOL

01:27:30 Dr. William Reinhardt,: Hi Everyone,

01:27:30 John Martin (CPFA): FT faculty must support this....if not, then it's DOA.

01:27:32 Carlyne Allbee: and eliminate the law that prohibits the hiring of Adjuncts as full timers without advertising out side first. Do like industry does to improve morale - - Hire from withing. Districts do it for classified employees.

01:27:46 Dr. William Reinhardt,: Hi Everyone,

01:27:52 Heupler Edward (PCC): Hear, hear.

01:27:58 Carlyne Allbee: within not withing

01:28:00 Scott Douglas: Here here Carlyne

01:28:17 Dr. William Reinhardt,: Hi Everyone,

01:28:27 Sue Broxholm: Yes Carlyne!

01:30:05 Rick Baum: I appreciate what people are saying and have been doing. This discussion strikes me as happening prior to the pandemic which is now being used as an excuse to make massive cuts. At my college, City College of San Francisco, 250 part-timers just lost their jobs. There are now more full-time faculty than part-time faculty. The administration is now even talking about eliminating the jobs of some full-time faculty with tenure unless the union makes massive concessions that include pay cuts and allowing larger classes. Aren't other colleges facing similar cuts especially given the decline in student enrollment? The issue of protecting peoples' present jobs needs to be addressed.

01:30:50 A. Courtney: Yes, hire from within first. If you are good enough to teach for years as part-time, you should be good enough to hire full time when an opening occurs.

01:31:38 Sue Broxholm: Yes A. Courtney!

01:31:41 Scott Douglas: Don't even say "hire"! Say "promote to..."

01:31:51 Terri Taylor: Define wall - to wall again, please.

01:31:55 A. Courtney: Yes, promote

01:31:58 John Martin (CPFA): in order to address this, a revolution is needed....a revolution of new ideals and then a revolution to act on this!

01:32:19 Scott Douglas: wall to wall - all faculty in one union

01:32:20 Geoffery Johnson: The issue here is Title V, and that it needs to be re-examined.

01:32:29 Arnie Schoenberg: We're going to open the Breakout rooms soon, please let me know if you need to switch rooms

01:32:48 Scott Douglas: Yes, change Title V. It's out of date in this area

01:32:59 clairethorson: I didn't preselect a break out room.

01:33:30 Heupler Edward (PCC): I don't recall the break out room I selected. :)

01:33:58 Carlyne Allbee: Our District had announced last fall that they were going to cut 900 sections in the district, 300 of which were at my college and this was before anyone heard of Covid. Now that all classes are online, there is no cap so while there might be two sections with 45 students each, now one section with 80 or more has taken the place and Adjunct jobs have been eliminated for both reasons.

02:07:01 Anthony Fernandez: Hi, Anthony Fernandez from Pierce College/Political Science and Chicano Studies Dept. I think during these difficult times we should meet as adjuncts on a regular basis. Zoom allows this State-Wide meetings. Thanks

02:07:48 Sue Broxholm: Good idea Anthony

02:08:08 Heupler Edward (PCC): That's a good idea, Anthony.

02:08:12 Susan Reno (she/her)4CD : @Anthony,,,,that is part of the problem, adjuncts have to "hustle" and be at other jobs/campus locations to survive, and cannot always afford to meet, uncompensated:-(

02:09:37 Anthony Fernandez: Those who can not meet at specific times can watch the recorded Zoom meeting and perhaps include their concerns/questions later. Better than nothing :)

02:10:20 Susan Reno (she/her)4CD : Point in fact, up to 70% of total faculty teach in my District, and I have only one here...they have to work. I agree better than nothing, merely want to illustrate the struggle.

02:11:36 Anthony Fernandez: I think at this point we need to show our ability to mobilize as adjuncts. This is a statement in itself.

02:12:37 Dana DeMercurio (FACCC): This also relates to colleges NOT putting a pause on faculty evaluations while we are teaching online.

02:12:52 Anthony Fernandez: Too many factions that want the same goals for adjuncts. We need to unit.

02:12:53 Dana DeMercurio (FACCC): It is not equitable and admin hasn't always informed the union about this.

02:13:13 Anthony Fernandez: sorry for the typo :)

02:13:20 Alethea Paradis: Possible bright side of the pandemic: Adjuncts can connect more readily via zoom in large numbers?

02:13:29 Anthony Fernandez: Exactly

02:13:36 Lidia Stoian | FACCC: We are happy to have join us, FACCC President, Debbie Klein.

02:14:01 Susan Reno (she/her)4CD : Agreed, so many have been fighting so many years...the moral injury is beating them down...I stopped for over a year, and needed to hear from over 10 more adjuncts for help before getting back in, and now even speaking up in several ways, I am being retaliated against...It's a real dilemma.

02:15:25 Anthony Fernandez: Yes, many are afraid to speak out for being retaliated by Dean or Chair.

02:16:40 Charles Witschorik: How do the recent rulings about skype/uber workers without benefits relate to part time teaching without benefits?

02:17:07 Susan Reno (she/her)4CD : @Anthony, exactly! I did and am being retaliated against...Many adjunct can't risk this retaliation and losing their jobs...sad.

02:17:26 Debbie Klein | FACCC: Thank you, Lidia! Hi everyone! Looking forward to taking these issues forward to the statewide rooms and collaborating with our partners in advocacy. These are such challenging times. We will continue to raise the awareness of our legislature around these chronic and systemic inequities. Let's work together to fight this fight!

02:17:49 Anthony Fernandez: I'm sorry Susan to hear this. I know how much anxiety you must be experiencing during these tough times

02:18:57 Donna Frankel: Would it be possible for those who agree-to share personal emails call wise-with those on the call so we can continue conversations cut off from the break out rooms-or those who would have liked to be in more than one break out room?

02:19:00 Susan Reno (she/her)4CD : Thanks Anthony..., supporting one another is essential, but also getting our FT peers and community of students as well!

02:19:20 Alexis Moore: CPFA.ORG

02:20:22 John Martin (CPFA): <https://cpfa.org/membership-in-cpfa/>

02:20:58 Anthony Fernandez: It appears some Full timers care about us Part timers and some treat us as second class citizens. Very vulnerable. I salute you for speaking out.

02:21:25 Susan Reno (she/her)4CD : Can we a scholarship for the 40.00 dues?

02:24:17 Shannon Lee: the plight of PT faculty is not comparable to racism or white supremacy. I do not support this statement.

02:24:47 Shannon Lee: Also if you want your students to know that you are a part time faculty member....tell them. I have this conversation with my students every semester.

02:25:09 Susan Reno (she/her)4CD : @Shannon, it's discrimination of a group...it's not meant to be offensive. I know Jeff very well. Believe me as A Jewish Man he means no disrespect.

02:25:31 Shannon Lee: It is just a false equivalency. And something that we need to be careful of.

02:25:56 Jeffrey Michels (CCCI): I did NOT mean to equate the two, Shannon! I only meant that the discrimination is STRUCTURAL and INSTITUTIONAL... sorry if I mispoke!!

02:26:06 John Martin (CPFA): regarding the dues, payments can be made incrementally!

02:26:25 Shannon Lee: Thank you

02:26:33 Yolanda Brandon: Happy to see some one point that statement out....you need to be aware of the FULL audience.

02:27:04 Sally Saenger (FACCC): I understand what you meant and agree with you, Jeff.

02:29:20 Anthony Fernandez: Exactly! Let's stay in front of this problem!

02:30:35 Geoffery Johnson: we have to push to help the special election senate campaigns in Georgia. A senate majority is essential to getting a stimulus package.

02:31:11 Dana DeMercurio (FACCC): Yes, thank you for that Geoffrey!

02:31:19 Deborah Shanks: There should be no difference between f2f and online number of students. Actually online is MORE work, not less. When I taught online, my totally online courses were contractually the same number of students as f2f. You should just insist on that.

02:31:32 Rick Baum: Thanks everyone. I must leave for another meeting.

02:31:39 Susan Reno (she/her)4CD : Bye Rick!

02:31:43 Dana DeMercurio (FACCC): If you refuse, it will just go to another adjunct who IS willing

02:32:12 Susan Reno (she/her)4CD : How is that ethically or morally acceptable 100???!!

02:32:30 Dana DeMercurio (FACCC): It is ultimately cheaper for the institution

02:32:37 Dana DeMercurio (FACCC): less part time faculty to teach the courses

02:34:20 Deborah Shanks: You must get the union to require adherence to the contractual number of students. That is what we did.

02:34:30 Holly Ritter: Its Holly Ritter from SDCCD CE. Greeting! I need to find out more about WEP. Am I in right room? Or soon? Just joined.

02:34:33 Dipali: Thanks so much! Wondering if we can have some of the resources links posted in chat area.

02:34:58 Deborah Shanks: WEP will be coming up in the next session

02:36:02 Sally Saenger (FACCC): We're running late, everyone. Reconvene at 3:10.

02:36:52 Deborah Shanks: Educational GIG economy. Fine as long as ALL faculty are paid and treated as full-service faculty.

02:39:29 Dipali: Thanks, Terry!

02:39:32 Susan Reno (she/her)4CD : Sorry Terry, I meant like a class...we're on break...not to be rude sorry...

02:40:53 Susan Reno (she/her)4CD : @Terry P, also, I love your female Dr. Who Avatar!

02:41:12 Josué Arredondo CCA: What make tenure tenure? The higher pay? The protections of speech? The guarantee of having classes

02:41:14 Josué Arredondo CCA: ?

02:42:09 Donna Frankel: John Govsky, David Milroy, Stacey Burks, others and I have been around a very long time-and we know we have been here before. The same old same old doesn't work. We need out of the box thinking-not more band aids for a system that is broken when it comes to PT.

02:42:40 Susan Reno (she/her)4CD : Debra, does each Contract cover that?

02:43:21 Geoffery Johnson: Does anyone raise their hand virtually?

02:43:25 Susan Reno (she/her)4CD : There was also a lawsuit at Peralta about the capacity going against contract, for reference.

02:43:41 Susan Reno (she/her)4CD : We are on break Geoffery, free for all!

02:43:45 Carol Whaley (CPFA): Our contract says that online class caps are not to be larger than f2f yet admin is raising caps in the fully online classes this and next semester.

02:44:32 Lidia Stoian | FACCC: Thank you so much everyone for an amazing discussion. Our panel is ready for their presentation and we must begin. We will have more time at the end for discussion.

02:45:15 karen: How do we get to our breakout rooms?

02:45:27 Dipali: Wondering if presenters could share resources link here in the chat area

02:46:49 Dana DeMercurio (FACCC): Karen - did you register? If not, please let us know here

02:47:18 karen: Yes....for the unemployment one

02:47:28 Donna Frankel: Thank you Lidia, Sally, speakers, CPFA and FACCC for having this wonderful Zoom conference. Sure hope there will be more with some successes for PT in the meantime.

02:47:41 Lidia Stoian | FACCC: Thank you Karen, we will assign you to unemployment.

02:48:06 Lidia Stoian | FACCC: Thank you, Donna. We appreciate your support.

02:48:53 Michael Park: Thanks Deborah, for you contribution to the meeting.

02:50:10 Susan Reno (she/her)4CD : Many district fail to educate the educators! FT and PT

02:52:15 Carol Whaley (CPFA): I was lied to and told pt could not join STRS and was forced into the alternate plan. By the time I found out I could join STRS, I couldn't afford the extra deduction as sole provider for my family. After 20 years I only have \$40,000 in my retirement plan. I'll have to buy years in STRS Defined Benefit. This all needs to be better explained to ptrs when hired.

02:52:45 Susan Reno (she/her)4CD : @ Carol...how awful...so sorry:-(

02:52:51 Geoffery Johnson: At Southwestern College, I bring in a CAL-STRS rep every semester specifically to speak to adjuncts.

02:53:08 Roxanne Messina Captor: Ditto. Same happened to me. I am thinking of buying time..but it may not be worth it.

02:54:13 Carlyne Allbee: When I was hired back in 1982, I was told Adjuncts did not get ANY benefits. Fought for it and then they said our 9 units divided by a 40 hour work week - credit we got instead of 60%. That problem was so prevalent that STRS actually has an adjustment they make for us.

02:56:35 Roxanne Messina Captor: Can you explain the adjustment?

02:57:10 Larry Taylor: As a part-time instructor, how would I know if I will have the same job 5 years in a row?

02:57:36 Roxanne Messina Captor: and my hours have been cut with covid

02:57:39 Terri Taylor: STRS is at all community colleges.

02:57:43 David Milroy (CPFA/FACCC): Just the small reduction in STRS contributions from 18.41% to 16.15%...results in \$2.3 billion in savings for colleges? So why is \$2 billion for parity so hard to imagine?

02:58:12 Carol Whaley (CPFA): Good point, David. We can use that to shame them!

02:58:23 Larry Taylor: .. and my class is cut to zero with Covid.

02:58:35 David Milroy (CPFA/FACCC): Shame is a good tool! :)

03:00:33 Deborah Shanks: DB rules changes from before 1996 to today. We can discuss this. Sometimes the purchase of time is a good investment. Think of it like investing in an IRA. But the longer you wait, the more expensive it becomes.

03:01:03 Roxanne Messina Captor: Thanks good point

03:02:56 Carol Whaley (CPFA): I had planned to go to STRS to discuss purchase options but then Covid hit. Now I'm laid off because all my classes were taken away by FT or cut for low enrollment. I need to look into it soon.

03:03:07 Donna Frankel: Thank you Jennifer Baker-you have been awesome in having PT backs-first with the EDD when you worked for FACCC and now with STRS! Deborah too-she is a wealth of knowledge and historical experience! Historically districts preferred to keep PT ignorant of our choices. I was put into Apple at one district Pars in another, had STRS DB and STRS CB AND SOC SEC! A little of everything and a whole lot of nothing! Glad if things are improving!

03:04:02 raymond brennan: Could we get the shared screens sent to chat or to those in attendance via email.

03:06:46 Deborah Shanks: that would be 30 years of "substantial earnings" into SS

03:09:15 Scott Douglas: WEP document: <https://www.ssa.gov/pubs/EN-05-10045.pdf>

03:11:40 Sharon Solis | SBCC (she/her): thank you!

03:12:20 Scott Douglas: Biden has stated he wants to repeal WEP.

03:12:52 Arnie Schoenberg: <http://contingentworld.com/>

03:13:01 raymond brennan: This is the best EDD resource available, bar none!

03:13:09 David Milroy (CPFA/FACCC): Yay Biden/Harris!!!!

03:13:13 Carlyne Allbee: For anyone having trouble with EDD - go to the Facebook page: California EDD Problems and Solutions. Tons of good advice from other people having problems and solutions being offered by others.

03:15:27 Diane she/her: I heard edd is backed up. will we be impacted too?

03:15:53 Heupler Edward (PCC): Carlyne, thanks again

03:15:54 Roxanne Messina Captor: yes but you can get it if you file. Mine was pretty quick

03:15:54 Dana DeMercurio (FACCC): Likely, yes. I have friends who waited several months for their first payment.

03:16:22 Carlyne Allbee: As I said above, go to the FB page I said above - yes, they are backed up but no reason not to file.

03:16:22 John Martin (CPFA): What is the biggest mistake when PTers apply?

03:16:28 Scott Douglas: But, just like most blockages, when it lets go, it will be a gusher. :-)

03:16:50 Dana DeMercurio (FACCC): I ALWAYS answer "NO"

03:17:10 Arnie Schoenberg: Breakout rooms opening soon, if you're in the wrong room, just let me know.

03:17:16 Diane she/her: if backed up then gotta plan for Bill's. thanks

03:17:33 Terri Taylor: Currently, make sure you state - either Not working or Working pt - DUE TO CV-19 to be eligible for any extra CV funding.

03:17:33 David Milroy (CPFA/FACCC): I did to. Why invite problems! We have NO guarantee of an assignment ever

03:17:43 Roxanne Messina Captor: Can I go to the cal stars break out please

03:18:14 Holly Ritter: Holly Ritter needs the WEP breakout. Thanks.

03:19:50 Lynn Durkee: I would like to change to th unemployment. instead of calstrs

03:19:58 clairethorson: Part time Retirement

03:20:52 Dr. William Reinhardt,: Thank you for a great, informative zoom meeting.

03:50:31 Art Benjamin: Thank you very much, everyone!

03:50:32 Terri Taylor: Thank you John Gosky for great website about Unemployment!

03:51:15 Dipali Buch: Thank you for wonderful presentation and conversations, appreciate it very much. Stay well, safe! Looking forward to the resources.

03:51:36 Andrea Lee: Thank you very much! Great info!

03:51:53 Susan Reno (she/her) 4CD : Get your flu shots...wear your masks! Nurse Susan 😊😊

03:53:08 David Milroy (CPFA/FACCC): California EDD Problems on Facebook

03:53:25 Arnie Schoenberg: Please feel free to unmute yourself for comments and questions.

03:53:25 Robin Daniels: Robin Daniels To Lidia:Hello Lidia. This is great!

03:54:47 David Milroy (CPFA/FACCC): Get the latest updates on the WEP/GPO battle here:  
<https://calrta.org/repealing-wepgpo/>

03:55:05 Susan Reno (she/her) 4CD : Thanks David!

03:55:13 John Govsky (CFT): <http://contingentworld.com>

03:55:55 Terri Taylor: John's http is the Unemployment Tips for Educators.

03:58:19 Sherry Dorfman: newbie here - this stuff is all new

03:58:26 raymond brennan: Right click anywhere in chat, and use control C to save. Then paste it into a file on your desktop

03:58:32 Susan Reno (she/her) 4CD : Who's bringing the donuts tomorrow?

03:58:39 Arnie Schoenberg: Welcome Sherry!

03:58:46 Agne Reizgeviute: Thank you all!

03:58:55 Sherry Dorfman: So appreciate this info

03:58:58 Sue Broxholm: Thank you everyone!

03:59:06 Robin Daniels: Robin Daniels to Sally. Thank you Sally good job!!!!

03:59:21 Susan Reno (she/her) 4CD : Email all your PT peers and have them come tomorrow!

04:01:14 Donna Frankel: Those of us teaching non-credit are paid a fraction of what PT are paid!

04:01:26 John Martin (CPFA): believe it or not, I have to go for another Zoom meeting at 4:30....gotta go now. Thanks to all and see ya tomorrow,

04:01:33 Susan Reno (she/her) 4CD : @ Donna bring that up tomorrow!

04:01:36 Charles Witschorik: Thank you.

04:01:50 Art Benjamin: nope