

West Valley-Mission  
Federation of Teachers,  
AFT 6554

**Fall 2021 Union Membership Meeting**

Fall 2021  
Union Leadership  
[www.aft6554.org](http://www.aft6554.org)



**Kate Disney**  
President



**Melvin Pritchard**  
Vice President



**Jeff Cormier**  
MC FT Rep



**Greg Allen**  
WVC FT Rep



**Laura Plunkett**  
Secretary



**Yanghee Kim**  
Treasurer



**Nick Barron**  
MC PT Rep



**Ellen Yu Costa**  
WVC PT Rep



**Leigh Burrill**  
Steward (2019-2021)



**Priyanka Dinesh**  
Steward

**Stewards (not pictured)**  
Rashi Jackman  
Kashi Nath  
Maggie Ortiz  
Rachel Sandoval  
Cathy Jones  
Lathika Sadasivan



**Ann Marie Wasserbauer**  
Membership & Org Chair



**Karen Chan**  
Executive Director



# Fall 2021 Union Stewards

[www.aft6554.org](http://www.aft6554.org)

West Valley College	Steward	Mission College	Steward
Math, Chemistry, Engineering	Glenn Eldridge	Math, Computer Applications, CSIT, Electronics (CNET)	VACANT
Astronomy, Biology, Geology, Physical Science, Physics, CIS, Computer Applications, DMIS/Technology Center, Information Technology, Instructional Development	Kashi Nath	English, Library, Reading, Communication Studies, Communication Studies, World Languages	VACANT
Athletics, PE/Kinesiology, Nutrition, Library, Health Sciences, Health Services, Health Care Tech	Rachel Sandoval	Non-credit: Older Adult, Non-credit: ESL, Kinesiology and Athletics, Wellness and Human Performance	VACANT
Anthropology, Economics, Geography, Humanities, Sociology, Psychology, History, Political Science, Philosophy	Rashi Jackman	Astronomy, Biological Sciences, Chemistry, Engineering, Nutrition, Physics	VACANT
Park Management, Child Development, Child Studies, Accounting, Business, Administration of Justice, Paralegal, Court Reporting	Maggie Ortiz	Counseling (including EOPS), ASC, Cal Works, Student Success and Support, DISC, International and Global Studies	Priyanka Dinesh
English, World Languages, ASL, ESL, Reading, Communications, Speech Communications, Non-credit: ESL, Non-credit: Older Adult	Cathy Jones	Health Occupations, Hospitality Management, Child Development, Fire Protection Technology	VACANT
Art, Art History, Music, Theater Arts, Architecture, Fashion Design, Interior Design, Photography	Lathika Sandasivan VACANT	Art, Graphic Arts/Graphic Design and Multimedia, Music, Accounting, Business, and Real Estate	VACANT
Counseling, Cal Works, DESP, Educational Transition, EOPS, Office of Instruction, Student Services	VACANT	Anthropology, Economics, History, Political Science, Psychology, Sociology, Philosophy	VACANT

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## FACULTY UNITED FOR A FAIR CONTRACT

Thank you for all the faculty who participated in contract bargaining!

- Hundreds of faculty members completed bargaining surveys.
- 40 faculty members attended bargaining trainings.
- Hundreds of faculty members signed onto letters to the Board of Trustees in support of our union proposals.
- 50 faculty members spoke at Board of Trustees meetings about working conditions.

**Packing the  
Board of Trustees  
meeting to make  
our demands** 💪



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## **COMPENSATION (Articles 13 & 101)**

- **5% raise for all faculty** effective the first pay period of the Fall 2021 semester.
- **5% raise for all faculty** effective the first pay period of the Fall 2022 semester.
- **Associate Faculty parity** will be increased from 78% to 79% effective the Fall 2021 semester and increased from 79% to 80% effective the Fall 2022 semester.
- **Class cancellation compensation** – effective Spring 2022, an Associate Faculty who has their class cancelled less than 5 business days before the class starts and is not provided an amended contract with an equivalent load shall be paid for 1/16 of load lost.
- **Associate Faculty Flex pay** – increase from 3 hours to 6 hours each semester at C8 rate.
- **Mileage Reimbursement** – Faculty can now be reimbursed for travel expenses between campuses and to/from off-campus work sites.

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## **FRINGE BENEFITS (Articles 14 & 102)**

- **Full Time Faculty** – Medical Benefits cap increased from \$11,741 to **\$12,480** for single coverage, \$22,072 to **\$23,580** for 2-party coverage, and \$28,270 to **\$30,240** for 3 or more coverage, effective January 2022.
- **Full Time Faculty** – Any faculty member waiving District benefits shall be paid **\$4,800** annually.
- **Associate Faculty** – funding for the health care reimbursement program was increased from \$135,000 to \$160,000 per semester, associate member reimbursement increased from \$2,000 to \$2,700 per semester.
- **Associate Faculty** – Effective Spring 2022, the District shall provide to associate faculty who work 60% load in the previous semester 100% of the lowest cost medical plan at the employee-only level for a six month period.

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## **LOAD & ASSIGNMENT (Articles 17, 18, 100 and 100)**

- **Job Descriptions** – new job descriptions will be added for Instructional Designer, Articulation Officer and Coach, to be finalized Fall 2021.
- **Mirroring** – new language that will pay faculty the higher load for mirrored credit/non-credit classes.
- **Involuntary Underloads** – strikes inoperable provisions to prevent wage garnishment for underloads.
- **English class caps remain at 25.**
- **Load Base Changes** – will be reopened for negotiations in Spring 2022.
- **Assignments** –underloaded full timers who have FSA in a secondary department are included in the order of assignment; clarified flexiload definition and process; partial acceptance of assignments for part timers no longer requires Dean approval; expanded list of compelling reasons for declining assignments for associate faculty.

**Language cleanups and updates throughout articles.**

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## **GRIEVANCE PROCEDURES & DUE PROCESS (Articles 45 and 46)**

- **Advisory Arbitration** – new step added to the process where a neutral 3<sup>rd</sup> party can be called upon to provide opinion on grievance. Grievance process now includes the right to grieve non-compliance of District's administrative procedures.
- **Progressive discipline** – addition of ed code language which clarifies maximum duration of Paid Administrative Leave investigations; added criteria for what constitutes oral warning and formal discipline.

## **STEP AND COLUMN PLACEMENT**

- **Appendix B** – Full-time faculty working an overload will have the step on the Assoc. Salary Schedule that corresponds to their step on the FT Salary Schedule unless their Assoc. step is higher than their FT step.
- **Appendix BB** – Aligned with Appendix B such that work/teaching experience is credited in the same manner as the process used for FT faculty. Removed restriction that only counted work/teaching experience earned in the last ten years. Codified other language ensuring that retirees retain their column/step placement if they return to teach. Codified that an interruption in employment will not cause an associate to lose steps.



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**NEGOTIATIONS:** This academic year, we will be bargaining on behalf of faculty for COVID related reopening issues, appraisals and load base changes.

**WVMFT CARES:** The union created a program called **WVMFT Cares**. This program provides some financial assistance to union members who are losing work through assignment reductions/cancellations and suffering financial hardship. The union Eboard expanded **WVMFT Cares** to include members made victims by the fires. Please reach out to us if you need help or want to help. We need to support each other now more than ever!

**WEBSITE:** [www.aft6554.org](http://www.aft6554.org)

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<b>Important Fall Dates</b>	<b>+ Full-time faculty only</b>
Health Premium Reimbursement for Associates to Tracey Frizzell	November 5, 2021
Banked Leave Application for Spring 2022 to Dept Chair +	September 17, 2021
Professional Growth and Development Application to HR +	October 8, 2021
Sabbatical Leave Application to HR (for sabbatical in AY 22-23) +	December 3, 2021
Transcripts to HR for column advancement effective this AY	October 1, 2021
All VP approved Phase-in retirement applications due to college president for phase-in starting in Spring semester. +	October 1, 2021
Retraining and Rejuvenation Leaves +	President communication
Open Enrollment for CalPERS Health Plans for FT and REP faculty with 0.6 load or greater	Mid-October

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<b>Important Spring Dates</b>	+ Full-time faculty only
Health Premium Reimbursement for Associates to Tracey Frizzell	April 1, 2022
Banked Leave Application for Fall 2023 to Dept. Chair +	February 18, 2022
Professional Growth and Development (PG&D) Compliance Report to HR +	April 8, 2022
Column Advancement Application to HR and Dean	March 11, 2022
All VP approved Phase-in retirement applications due to college president for phase-in starting in Fall-22 semester. +	March 4, 2022
FSA Applications to HR +	2 <sup>nd</sup> Thursday of each month
Spend department budgets as needed	

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## Fall 2021 Union Meetings (Tentative Schedule)

- **E BOARD MEETINGS:** 1<sup>st</sup> and 3<sup>rd</sup> Fridays from 1pm-3pm
- **STEWARD COUNCIL:** 4<sup>th</sup> Wednesdays in the late afternoon
- **GENERAL MEMBERSHIP UPDATE:** 4th Fridays from 1pm-2pm
- **FALL UNION OFFICE HOURS:** Tuesdays 3p-4p and anytime you want to schedule

<https://aft6554.org/meetings/calendar/>