



Chabot-Las Positas Faculty Association (CLPFA)

FACULTY FOCUS



Know Your Rights-Adjunct and Full Time Faculty

*By Jory Segal, FA, AFT 6157 EVC Adjunct Rep and Negotiator
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If you are within 10 years of retirement please read the list below from an April Cal SIRS Presentation by Sharon Hendricks, the Community College Cal STRS Board Member, and Ed Berman, Deputy CEO for Cal STRS.

1. Notify BOTH CAL STRS and your district when you plan to retire. Your district will not notify CAL STRS. Your pension is administered by CAL STRS, not your district.
2. Important Change 1/1/2013 for all full time faculty and adjunct on the Deneded Benefit Plan. If you plan to teach, after retirement, your pension will be reduced dollar for dollar for the first 180 days immediately after retiring. After the initial 180 days after retiring, your yearly earnings limit in teaching is \$40,000. Earnings above that will be subject to pension reduction. The yearly limit runs on the fiscal year of July to July. Plan to take off the first 180 days.
3. Double check your file at your college to make sure form ES350 has been completed. If it has not been completed, you may run into problems with CAL SIRS upon retirement.
4. CAL SIRS has divested from their investments in companies that manufacture firearms and ammunition that are illegal in California.
5. CAL SIRS does not have the ability to change the contribution rates by faculty and the districts. The rates were set by the legislature.
6. If adjustments are not made to contribution rates, the fund to pay pensions is predicted to run out of money in 2043. The state would then be responsible for paying the retirees' pensions.
7. Actuaries recommend maintaining an 85% reserve for funding pensions. CALSTRS was at that level in 2007-2008. They are now below 69% as of 2012, and are predicted to run out of funds by 2043.
8. The California Senate passed resolution #105. The resolution expressed interest in enacting legislation to correct the underfunding of CAL STRS.
9. Sharon Hendricks, the Community College CAL STRS board member, has been traveling to Sacramento to spend time with members of the legislature to educate them about CAL STRS funding issues. Some thoughts are to increase the contribution rates to the pension funds on a gradual basis.
10. Retirees presently receive a yearly 2% increase to their pensions. The yearly increase is not compounded.
11. The CAL STRS pension is meant to replace 53% of its present member's salaries, on average. Future members will average 47% of salary. (Assumption: 30 years of service credit)
12. CAL STRS cannot make recommendations to the legislature. They are working with constituent groups to have them propose legislation to increase contribution rates. The constituent groups include FACCC, CCCI, CFT, and CTA.

2013-2014 CLPFA Officers

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Part-Time Faculty Assignments

By Charlotte Lofft, FA President and LaVaughn Hart, LPC FA Vice President

The FA has become aware of some mistakes in the assignment of Part-time faculty. Article 18 of the FA-District Contract controls. It states, in pertinent part:



“...Part-time unit members shall be offered an assignment of maximum Load requested, up to sixty-seven percent (67%)[10.05 Calculated A Hours (CAHs) or equivalent] that is workable within the constraints of the available assignments, in order of Seniority, before the next senior Part-time unit member receives his/her assignment...”

An issue arose recently where it was reported that a Part-time faculty person who was at the top of the Seniority List for his discipline had only been assigned one class when he had requested up to 67% of a Full-time load in a timely manner. The contract language above supports his request.

The FA learned that this practice had been ongoing in his subdivision for some time, and worked with the appropriate administrator to remedy the situation immediately.

Please let the FA know if you have had similar difficulties in getting your assignments according to the contract.

Thank you.

It is our pleasure to serve you.

Impact of DOMA on Same-Sex Couples

By: Charlotte Lofft, FA President

Colleagues: The IRS has ruled favorably for same sex married couples. The press release below was issued this past August and was effective immediately. The District has notified all affected faculty. As described in a press release included in this article, the

Treasury/IRS ruling assures that married same-sex couples will be treated as married for all federal tax purposes, including income and gift and estate taxes, and as such, will no longer pay income tax on the insurance provided to same-sex spouses. (In fact, the release states that Treasury and IRS intend to provide streamlined procedures by which employers can file refund claims for taxes paid on said benefits.)



<http://www.treasury.gov/press-center/press-releases/Pages/jl2153.aspx>

Dates to remember!		
Oct 8	Flex Day	
Nov 8	Last day to withdraw “W”	
Nov 11	Veteran Holiday	
Nov 27-30	Thanksgiving Holiday	
Dec 13	Last day of Instruction	
Dec 14-20	Finals	
Dec 24 -	Jan 2	Winter Recess
Jan 6	Fall Grades Due	
Jan 20	Martin Luther King Holiday	
Jan 21	Spring Classes Begin	