

Part-Time Faculty Association of Allan Hancock College

PARITY & FAIRNESS THROUGH ADVOCACY
CFT LOCAL 6185



Part-Time Faculty Association of Allan Hancock College Information Sheet

The Part-Time Faculty Association of Allan Hancock College was formed in 1999, when the part-time instructors voted 87% to 13% to organize themselves into a union.

The PFA represents all of the part-time faculty, counselors, librarians and any other academic workers at Allan Hancock College who are not employed full-time.

The PFA is affiliated with the California Federation of Teachers and the American Federation of Teachers, with 1.6 million members nationwide.

We are governed by an Executive Board elected by our members.

We hold Executive Board meetings from 4–6 PM on the 2nd and 4th Thursday of each month.

The Part-Time Faculty Association bargains collectively with the Allan Hancock Community College District on behalf of its members, and represents its members with a collective bargaining agreement.

We represent our members in a grievance procedure if the collective bargaining agreement has been violated.

Our website, www.pfaofahc.com, has won 1st place for Best Website at the annual California Federation of Teachers Convention in 2013, 2014, 2015 and 2016.

Part-time faculty teach approximately 50% of the classes at Allan Hancock College.

Part-time teachers make up approximately 70% of the instructors at Allan Hancock College.

Part-time teachers do not have health benefits, other medical benefits, paid vacations, and typically are paid only half of what full-time teachers earn.

Part-time teachers have no office space, and must prepare classes and grade their students' work on their own time.

Thanks to the Association's efforts, part-time instructors at Allan Hancock College now have a grievance process, rehire rights, job security, improved sick leave, and many other improvements that did not exist before the union was formed.

Among our accomplishments:

Collective Bargaining Agreement

A 50% increase in pay since originally organizing

Job security

Rehire rights

A grievance procedure

Participation in shared governance councils and committees

2009 saved hours for non-credit ESL instructors

Distribution of \$62,000 in retroactive pay in 2011

May 2011 negotiation \$5300 retro pay settlement for a member

2012 restoration of hours for part-time counselors, cut in 2011

Addition of parity funds to salary schedule, for fall 2013

Five additional columns for non-credit salary schedule, 2013

Office hours pay increased from \$25 to \$30 per hour, 2013

Free parking beginning Fall 2014

An 8% across-the-board increase in pay for 2015–2016

An additional 20% increase in pay for service faculty, 2015

Contact Information:

We are located at

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Executive Board:

Mark James Miller, President

Rich Baker, Secretary-Treasurer

Susan Case, Vice-President & Grievance Officer

Danielle Blanchard, Member-At-Large

Lisa McKinley, Member-At-Large

Jenny Morris, Member-At-Large

Jeffrey Stein, Member-At-Large

George Torbert, Member-At-Large

David Yundt, Member-At-Large

Wes Davis, CFT Area Representative