



## Part-Time Faculty Symposium

### Chat and Resources

- 00:36:05 Leonor McCrory: @John Govsky: Aren't you a bit young to be here?
- 00:36:47 chris Tsuji: If your link is unstable, turn off the video.
- 00:37:23 John Govsky: Leonor, teaching reverse ages you! (NOT)
- 00:37:57 Leonor McCrory: Funny!
- 00:44:17 Carlyne Allbee: Can't FACCC work to change the Title V law so that Adjuncts can be hired full time without competing with outsiders? Industry increases morale by hiring from within but Title V prohibits that.
- 00:44:35 Oranit Limmaneeprasert: FACCC co-sponsored AB 375 and advocated very hard for it. I know because I was part of the campaign. Something probably happened behind the scene that led to the Governor vetoing it.
- 00:45:07 Chris Holland: Is there going to be discussion about AB-928?
- 00:45:16 John Govsky: Does anyone know if the \$300 million in the "system ask" is ongoing or one-time?
- 00:45:53 Deirdre Frontczak: I believe it's one-time, John.
- 01:22:07 Valerie Ellis: @Royce Sorry you got cut off
- 01:22:29 Terry Boroughs: Been there! ;-)
- 01:23:10 Marianne Borgardt: What is EDD, please?
- 01:23:32 Leonor McCrory: Employment Development Department
- 01:23:32 John Govsky: the CA Employment Development Department
- 01:23:36 Dana DeMercurio FACCC P/T Committee: We had a question in our group about the union question on the EDD Form
- 01:23:43 Leland Paxton: <https://edd.ca.gov/>
- 01:23:48 Marianne Borgardt: Thank you. ( ;
- 01:23:49 Sarah Davis: "torturous" is a great description

01:24:45 Royce Cano: I need to leave for a meeting. Could you put the link for step by step instructions for EDD into the chat now?

01:24:52 Arnie Schoenberg: John Govsky's page: <http://contingentworld.com/unemployment/>

01:24:58 Ellen Mastman: I cannot see the closed captioning.

01:24:59 Raymond Brennan: Thanks John

01:25:01 Royce Cano: Thanks😊

01:25:06 Carlyne Allbee: Anyone having problems with unemployment - tell them to go to the Facebook page California Unemployment EDD Problems and Solutions.

01:25:28 John Martin, CPFA: Link?

01:25:32 Dana DeMercurio FACCC P/T Committee: @ELLEN - please click the "live transcript" option at bottom of screen

01:25:51 Terry Boroughs:.... more, click on show subtitles,,,

01:25:58 Ellen Mastman: got it now, thanks.

01:26:36 John Govsky: The Cervisi decision

01:26:38 John Govsky: [https://ucaft.org/sites/default/files/main/cervisi\\_decision.pdf](https://ucaft.org/sites/default/files/main/cervisi_decision.pdf)

01:27:00 Valerie Ellis: I agree that PTers are carrying a lot of the load. In our Department, we have 3 FT and 15 or so PT

01:27:00 Raymond Brennan: AN even better solution to solve problems is to go to FACCC and ask for help. Stephanie Goldman of FACCC is a miracle worker when it comes to resolving issues with EDD. Her email is [sgoldman@faccc.org](mailto:sgoldman@faccc.org) (Tell her you heard about her at this symposium.)

01:27:59 Kim Andrews-Bingham: Anyone know if you MUST be a California resident to collect EDD? Most of my income comes from a California college, but I live in another state. I am being told I am not eligible.

01:29:00 Raymond Brennan: I am not sure I know the answer to your question Kim, but I can find it for you if you give me your email.

01:30:30 Mark Osdale: If you hold a FT job outside teaching, are you eligible in-between semesters against the reduction in income?

01:30:40 Yadira Arellano: Can I apply for EDD if I don't get offered a course in winter?

01:30:43 Deirdre Frontczak: Caveat: You cannot do it if you are receiving other, outside income. for example, You have another non-academic job, which continues between our semesters. Or, you have a book contract that is paying you during that time. Or, you have your own business which generates revenue during that time.

01:31:07 Sherry Sank: I never heard back from EDD. I applied on June 5th.

01:31:15 Deirdre Frontczak: It's important; you'll have to pay back any UE benefits if EDD later finds that you collected income during that time.

01:31:46 chris Tsuji: If you are retired, can you still file?

01:31:59 Catherine Hardy: Yep. Go Brian Meinsheim!

01:32:30 John Martin, CPFA: yes...I collect Social Security and EDD/UI.

01:32:38 Donna Frankel: Apply even if you are still employed but under-employed. In other words making less than you used to.

01:32:47 Dana DeMercurio FACCC P/T Committee: As someone who files after every semester - I never have issues anymore with getting my payments on time. I'm wondering if it is because I'm already "in the system" - I can imagine for those who have never filed their situation is different as first-timers

01:33:00 Daniel Orta: What is the name for this application?

01:33:05 Raymond Brennan: Mark and Yadira the answer for you both is yes. As long as you are now making less than were previously.

01:33:48 Marie Chelberg: If I am married and my spouse is employed, do I still qualify for EDD?

01:33:52 Deirdre Frontczak: I had to repay a substantial sum, with benefits, because I forgot that my PT teaching at another school showed me to be employed, even though I wasn't actively doing classes during that time.

01:33:55 Raymond Brennan: Daniel, go to John's site for step by step instructions:  
<http://contingentworld.com/>

01:34:06 Deirdre Frontczak: sorry not with benefit, with a PENALTY

01:34:40 Daniel Orta: Thank you Raymond

01:34:45 Raymond Brennan: Yes, Marie. Unemployment is individual not household based

01:35:06 Valerie Ellis: @Sherry Sank...I had the same problem. You have to contact them Weekly, again and again by the website and the phone line (it's a nightmare) but I finally got paid after a few months

01:35:48 Lindsay Weiler: How do you navigate it if you're working at multiple schools?

01:35:57 Don Hopkins: I had holds on mine for two months over the summer.

01:36:07 Hermila Torres de Siegrist: Recommendations: Find legislators to cap overtime for full-timers. Many of them teach two or more classes and their own campus also teach part-time at other community colleges.

01:36:21 Hermila Torres de Siegrist: IET'S FIND CANDIDATES RTRO RUN FOR COLLEGE BOARDS

01:37:10 Raymond Brennan: Lindsay. You will just need to report the schools you work for and what they have paid you. There will be drop down menus for this for you.

01:37:17 Ruth T: I was told I was marked for "fraud" but it was in the middle of term?. I was not on EDD then. I took days to repeal. Months later I called the judge at set time and he never called back. I have heard nothing since. I intend to register again in Dec

01:37:33 Dana DeMercurio FACCC P/T Committee: @Lindsay - the process will allow you to include all of your employers

01:37:47 Donna Frankel: If you are in a teacher's union-put down NOT A UNION MEMBER or you will be denied. We don't have the type of unions that find us new jobs.

01:38:03 Dana DeMercurio FACCC P/T Committee: @Donna - exactly.

01:38:03 Hermila Torres de Siegrist: HISTORICALLY, WE PART-TIMEERS ARE NEVER HIRED AS FULL-TIMERS ON THEIR OWN CAMPUS NOR ELSEWHERE. NEW HIRES ALMOST ALWAYS COME FROM OUTSIDE THE CAMPUS--NEVER EVEN WITH ANY HISTOEY ON THE CAMPUS WHERE THEY ARE HIREJD.

01:38:12 Raymond Brennan: Yes, Ruth, do file again, but do not give up on past benefits that were owed you.

01:38:12 Arnie Schoenberg: My district HR department told the EDD that I was being paid the week before classes started, and EDD accused me of fraud and I had to go before an online judge to resolve the case.

01:38:34 Dana DeMercurio FACCC P/T Committee: AGREED!!!! He also approved AB928 which will put many adjuncts out of work

01:38:40 Ruth T: ok Raymond it was \$5000.

01:38:47 John Martin, CPFA: I put down I'm union member and no problems.

01:38:58 Chris Holland: Thank you Dana!

01:38:59 Hermila Torres de Siegrist: WE PART-TIMERS ARE CAPPED... FULL-TIMERS ARE NSOT!

01:39:17 Raymond Brennan: It may be a process, Ruth, but it sounds like it'll be worth the struggle for you.

01:39:22 Hermila Torres de Siegrist: FULL-TIMERS ARE NOT CAPPED IN EMPLOYMENT. THIS IS UNFAIR.

01:39:43 Dana DeMercurio FACCC P/T Committee: What kills me: our union dollars go toward Newsom and yet we all know he is not a friend of higher ed or adjuncts

01:40:05 Victor Yu: Bill repealing WEP <https://trta.org/rep-brady-files-hr-5834-proposing-wep-reform-action-alert-included/>

01:40:41 Raymond Brennan: Yes. John, but everyone in the halls of power in Sacramento knows you and so don't want to tangle with you!

01:40:57 Hermila Torres de Siegrist: Are not our unions run by and for the full-timers. The union supports full-timers and not us part-timers.

01:40:58 Ruth T: i understand we are classified as "seasonal" so we do not have to look for work

01:41:21 Linda Sneed: @Hermila, that varies tremendously from local to local.

01:41:39 Raymond Brennan: Sorry, Ruth, but yes you do though there has been an exception in place during the Covid process but that exception is now closed

01:41:47 John Martin, CPFA: we are not "seasonal"...this is a trap question...so, say no.

01:41:49 Hermila Torres de Siegrist: Really?

01:42:27 Catherine Hardy: If you have an interview with EDD, the people, at least in my experience, have been very nice and have told me the answer they need to hear.

01:42:48 Deirdre Frontczak: Hermila, I think that depends quite a lot on the union, and on the activism of the PT faculty in that district. In our case that used to be true, but a major uprising by the PT faculty has made significant improvements in the negotiated contract for part time faculty. And we're still working on it; a long way to go for full parity and inclusion .

01:43:07 Deirdre Frontczak: FYI, we have an independent union (affiliated with CCCI), that might help.

01:43:27 John Martin, CPFA: We don't have "contracts" to teach...we have teaching agreements

01:43:29 Scott Douglas: Yes, there is no guarantee and that is way that tentative offer is not a "contract". Let's be careful and not call it a contract. :-)

01:43:36 Raymond Brennan: An appeal can take months, but stick with it. You will win in the end. The administrative law judge who will hear your appeal actually knows the law; that judge will take one look, say "oh, Cervisi rules apply." And then she or he will tell EDD to pay you.

01:44:35 Elaine Harris: Your class depends on student enrollment in the class you have been offered.

01:44:38 Raymond Brennan: We are all offered classes on Contingency, and it is the contingent nature of our work that enables us to collect unemployment.

01:44:49 Terry Patten Armbrust|FACCC P/T Committee: And it's "tentative"

01:45:06 Samuel Cortez: And that teaching agreement is always called "TENTATIVE"

01:45:06 Dana DeMercurio FACCC P/T Committee: MAKE SURE you go through the form with a fine tooth comb and LANGUAGE MATTERS!!!!!!!

01:45:53 Raymond Brennan: I have a school that offers me a contract that has the words Contingent, tentative, temporary in it. I still need to argue with EDD and explain what those words mean.

01:47:23 John Govsky: Carlynne is right, many denials "disappear" after a while

01:48:11 Cecilia Ornelas: AN even better solution to solve problems is to go to FACCC and ask for help. Stephanie Goldman of FACCC is a miracle worker when it comes to resolving issues with EDD. Her email is [sgoldman@facc.org](mailto:sgoldman@facc.org) (Tell her you heard about her at this symposium.)AN even better solution to solve problems is to go to FACCC and ask for help. Stephanie Goldman of FACCC is a miracle worker when it comes to resolving issues with EDD. Her email is [sgoldman@facc.org](mailto:sgoldman@facc.org) (Tell her you heard about her at this symposium.)

01:48:30 Arnie Schoenberg: Kafkaesque is the right word!

01:49:17 Raymond Brennan: That's good advice. Learn who your local Assembly member is. Most have a staffer whose job it is to help constituents resolve EDD issues.

01:49:53 Dana DeMercurio FACCC P/T Committee: If anything they have LESS people working for them

01:50:28 Arnie Schoenberg: Another perk of going through the hassle of applying for unemployment is that you automatically qualify for Covered California's \$1 Silver Plans.

01:50:55 Raymond Brennan: Good point Ernie. Would you mind explaining that for everyone.

01:51:01 Valerie Ellis: LOL!! The ID program was crazy!

01:51:19 Raymond Brennan: Sorry Arnie didn't mean any disrespect with the misspelled name

01:51:37 Dana DeMercurio FACCC P/T Committee: @Raymond - Lindsay Weiler has had her hand up for a while

01:52:26 Ruth T: That ID.me was my problem too and so this is why I was blocked

01:52:51 John Govsky: Yes, UI benefits are taxable

01:53:04 John Hobgood: sometimes county employment shops have direct phones connected to edd.. you have to be persistent -:)

01:53:12 Arnie Schoenberg: No worries, if you need health insurance, the American Rescue Plan included a provision to provide almost free health care for people who had applied for unemployment in 2021. <https://www.coveredca.com/arp/financial-help/unemployment/>

01:53:45 Dana DeMercurio FACCC P/T Committee: "Underemployment" you may still qualify

01:53:51 Terry Patten Armbrust|FACCC P/T Committee: I personally keep filling them out so that I don't have to "reopen" the claim.

01:53:55 Mark Landefeld: Can anyone explain why HR 5834 is cosponsored by 35 GOP and only 3 Dem representatives?

01:54:35 Victor Yu: Didn't the Congress pass a bill that will waive tax on EDD benefits this year, did it?

01:54:44 Ruth T: do not go to online forms as they ask very intrusive questions none of their business

01:54:50 Raymond Brennan: No worries, if you need health insurance, the American Rescue Plan included a provision to provide almost free health care for people who had applied for unemployment in 2021. <https://www.coveredca.com/arp/financial-help/unemployment/>

01:56:06 Carlynne Allbee: It doesn't require you to send out emails looking for work. Go to the websites for other colleges in your area and Cal Jobs plus ccregistry.

01:56:14 Raymond Brennan: Even better, tell them you went here: <https://www.ccregistry.org/jobs/index.aspx> that you will never find a job that way doesn't matter

01:56:58 Dana DeMercurio FACCC P/T Committee: @Marianne you are next!

01:57:02 John Martin, CPFA: Yes to looking for work....use the website,  
<https://www.ccregistry.org/jobs/index.aspx>

01:57:45 Catherine Hardy: I have always been asked where I'm looking for work. I usually use the same website. Something like SDCCDJOB.com.

01:58:02 Elaine Harris: I say "Yes" to looking but I never list any jobs, pre-Covid, or during.

01:58:15 Deirdre Frontczak: You can also just file a few online applications with a half dozen companies — for anything (secretarial, banking, bartending, whatever you like) — and then list those. I've done that to show I've "looked for work" (for which I've never been actually qualified), but as long as I applied somewhere, that seemed fine.

01:58:53 Catherine Matheson: WEP = Windfall Elimination Provision

01:58:58 Leland Paxton: <https://www.ssa.gov/benefits/retirement/planner/wep.html>

01:59:11 Donna Frankel: Just as some 20% get EDD cold calls checking up on you, some 20% including me this summer, has had to supply a weekly job search-so make a few emails or calls and keep track-you might need them as I do.

01:59:17 Cecilia Ornelas: call your local contingent world.com

01:59:19 Arnie Schoenberg: <https://calrta.org/repealing-wepgpo-current/>

02:00:25 Deirdre Frontczak: Donna, good point. I've filed applications for jobs for which I'm unqualified and would never get hired. But hey — I "looked for work."

02:01:53 John Martin, CPFA: Spring break is not recognized so please don't claim for this!

02:01:57 Deirdre Frontczak: Doug is right. Follow the rules, and I do not recommend lying.

02:02:26 Terry Patten Armbrust|FACCC P/T Committee: The form only asks for weekly earnings though. If you aren't earning \$ during Spring Break, but put "still working on call" that seems counter intuitive,

02:02:45 Terry Patten Armbrust|FACCC P/T Committee: correction, "on call or part time"

02:03:06 Arnie Schoenberg: Technically, they could still cancel your class before the break ends.

02:03:16 Donna Frankel: Keep in mind, you don't get an EDD benefit the week you apply, so the moment you are finished with a term, apply at once! I tell faculty, never delay.

02:03:40 Terry Patten Armbrust|FACCC P/T Committee: I don't earn anything during spring break.

02:04:00 Arnie Schoenberg: You don't earn money for spring break.

02:04:19 Terry Patten Armbrust|FACCC P/T Committee: I'm paid hourly and during spring break, earn nothing.

02:05:07 John Martin, CPFA: we have reasonable assurance to work after the spring break

02:05:08 Valerie Ellis: Good point John, while you are still under the contract, you cannot apply!

02:05:15 Terry Boroughs: Winter Break is OK though?

02:05:22 Dana DeMercurio FACCC P/T Committee: @TERRY - YES

02:05:24 Donna Frankel: What do you do if your district gives you an advance one month, then subtracts it the next? How do you put this in the form?

02:06:24 Arnie Schoenberg: There are some late start classes where your class could be cancelled during Spring Break due to low enrollment.

02:06:28 Donna Frankel: There is no room for explanations but I don't need to be flagged.

02:06:52 Marie Chelberg:I teach at a private college and a community college. The private college's spring semester ends in mid-May, while the community college's spring quarter doesn't end until late June. Can I apply for EDD when the first school's semester ends and see if I qualify for underemployment? Or do I have to wait until the community college's spring quarter is over and I'm not teaching at either school?

02:06:58 John Govsky: Donna, "when" you are paid is not relevant; it's all about when you did the work.

02:07:00 Raymond Brennan: We are a collecting bargaining organization

02:07:37 Dana DeMercurio FACCC P/T Committee: @MARIE - in between semesters only

02:08:35 Arnie Schoenberg: @Marie if you make more than \$450 a week at the private college it's not worth applying until you finish in June.

02:08:53 Terry Patten Armbrust|FACCC P/T Committee: I think that depends on the district. AT CSU I was paid per course, but at CC I don't get paid for M holidays when teaching M/W classes, for example.

02:08:55 Deirdre Frontczak: John, thanks for that. I got penalized when I claimed UE for my SRJC teaching, while also working on a book with a client. The client did not PAY me during that break, but I did the work during the break and filed the income on taxes at year's end. I got a call from EDD a year later with a bill for nearly \$3k.

02:09:06 Raymond Brennan: Thanks for the answer Arnie and Dana.

02:09:24 Shannon Mondor (she/her): We are also working as PART time people, which makes us qualified for EDD. Some of us are eligible every week we actually work.

02:09:40 Mark Landefeld: Spring Quarter is a new term, new agreement, separate from Winter Quarter

02:10:59 Raymond Brennan: That's true Shannon; if you don't make more than \$450 a week, it's always worth applying as you will likely get at least a little something.

02:11:01 John Martin, CPFA: As John G stated, you are at risk if claiming UI during the spring break! Your choice!

02:11:06 David Milroy: The form asks if you worked..whether or not you were paid. During the break you did not work..so for one week you are under-employed..right? If you usually teach three classes and then only have one and earn under \$450..they will send you the difference...even though you are working and your class will not be cancelled during the semester.



02:11:13 Lindsay Weiler: No reasonable assurance of employment, especially as budgets are getting cut in 2022. I have a feeling this is going to get worse before it gets any better.

02:11:41 Valerie Ellis: Thanks Stephanie...that is a new change!

02:12:24 Ruth T: scott is like a troll what a waste of time!!

02:13:01 Leonor McCrory: My TAO (Tentative Assignment Offer) stipulates how many hours I will be paid per class.

02:13:30 Ruth T: well it is taking up time we need for other issues

02:13:58 Emily Schmidt: Can we Move on and can Scott please cut it out and let someone else talk?

02:14:03 John Martin, CPFA: Has Stephanie/FACCC defended the spring break claims????

02:14:05 Albert Cruz: I agree. We should move on.

02:14:06 Arnie Schoenberg: They ask "Did you work, whether you were paid or not"

02:14:13 Lindsay Weiler: I need to jump out for a bit, but will be back in the afternoon!

02:16:13 Valerie Ellis: Obviously, the EDD "system" sucks, especially now. Otherwise this would be an easy panel!

02:16:16 Scott Douglas: You are hourly under the law unless you make at least \$29120 per year at each employer. This is not about EDD award but it is important to understand - we are hourly employees.

02:16:53 Arnie Schoenberg: @Scott can you cite the law?

02:17:37 Raymond Brennan: If your legislator is not a democrat, find an address in a democrats district and use that to ask for help

02:17:59 Scott Douglas: I don't have the statute but look here, for example:  
<https://www.jdsupra.com/legalnews/new-2021-minimum-wages-minimum-salaries-1920860/>

02:18:23 Raymond Brennan: [brennanraymond@fhda.edu](mailto:brennanraymond@fhda.edu)

02:18:30 Oranit L/FACCC Board Member: John Govsky's website (<https://contingentworld.com/unemployment/>) is amazing. Please go there.

02:18:40 Diana Ortiz: Thank you John and Douglas

02:18:47 Marie Chelberg: Thank you very much to the speakers for explaining all of this. I didn't realize that I qualify for EDD, so I really appreciate it!

02:18:57 Scott Douglas: Actually, you will want to find a similar discussion for CA.

02:18:58 Terry Boroughs: Thank you everyone!

02:19:05 Ann Krooth: What link is John supposed to send us?

02:19:32 Dana DeMercurio FACCC P/T Committee: @Ann He sent the link to his website

02:19:40 Raymond Brennan: <http://contingentworld.com/>

02:21:11 Herlim Li FACCC: Sorry! I could hear it on my end and wasn't sure

02:21:24 Lidia Stoian | FACCC: What a great song!

02:21:41 Raymond Brennan: If I want to get "my share of abuse" I listen to administration tell us how much we matter.

02:21:44 Scott Douglas: Here's a better site (exempt basically means "not hourly"):  
<https://www.worklawyers.com/exempt-employee-salary-california/>

02:22:10 Mark Carpenter: Is it in these spaces that the revolution is planned?

02:22:18 Raymond Brennan: God, I hope so!

02:22:19 Hermila Torres de Siegrist: It can be very effective for part-timers to run or find sympathetic candidates for our community college boards. It costs zero to file. The cost is for the campaign materials. Let's raise money for friendly candidates...this is what the CTA does.

02:23:09 Raymond Brennan: I think what we need at the end of this Symposium is the Stones' "Mother's Little Helper."

02:23:35 Raimon Llanos: is this symposium recorded for future reference? thanks and blessings

02:24:03 Jeffrey Michels: I have heard that the revolution will not be televised, but I'm pretty sure it will be accessible via Zoom.

02:24:18 Arnie Schoenberg: Here's the conga player: [https://en.wikipedia.org/wiki/Rocky\\_Dzidzornu](https://en.wikipedia.org/wiki/Rocky_Dzidzornu)

02:24:41 Lidia Stoian | FACCC: Yes, Raimon, we are recording the symposium.

02:24:54 Lidia Stoian | FACCC: Haha....Jeff

02:24:54 John Govsky: Actually, whether or not there are filing fees to run for trustee depends on your district; there may well be filing fees

02:24:56 Jennifer Miles: LOL @ Jeffrey Michaels!

02:25:59 Raymond Brennan: That was great, Herlim. One more time for the kids in the cheap seats please.

02:26:19 Chris Holland: LOL @Jeff 🖱

02:29:20 Hermila Torres de Siegrist: Recommendation: Visit Transparent California and see how much full-timers and part-timers make. I found a number of frill-timers who "earn?" more than \$200,000 per year. Also, they enjoy full health benefits and a hefty retirement. This is why 'overload"--the euphemism for "overtime." is so prized by full-tiemrs.

02:30:57 Chris Holland: Overload gets so flipping abused by full timers to fund improvement projects in their homes while we adjuncts are trying to pay our rent

02:31:10 Valerie Ellis: Hi Hermilla, So Frustrating! I am dealing with that in my "new department" since we just went ththrough a reorganization

02:31:41 Hermila Torres de Siegrist: <https://transparentcalifornia.com/salaries/all/>

02:31:43 Dana DeMercurio FACCC P/T Committee: If there are any adjuncts here unfamiliar with AB928 - please read up on this as well.

02:32:02 Chris Holland: Yes^^^^ AB928 is going to seriously hurt us all

02:32:07 Raymond Brennan: Yes. I hear a full timer tell a Part-time colleague, when asked why he took the max of overloads every term. "Well, I just need a couple more years to pay for the beach house

02:32:11 Hermila Torres de Siegrist: On the Transparent California website, you can search faculty and admin. by name and see how much they make.

02:32:19 Dana DeMercurio FACCC P/T Committee: Speaking for myself, I will be losing my job Spring 2023 thanks to AB928

02:32:49 Dana DeMercurio FACCC P/T Committee: But I know more will be impacted

02:32:50 Raymond Brennan: Thank you Herlim. I needed that!

02:33:05 Dennis Parnell: please..... enough music

02:33:08 Hermila Torres de Siegrist: Everyone should consider filing for an open community college board seat. It truly shakes up the race. too often, incumbents are never challenged.

02:33:34 Hermila Torres de Siegrist: Elections will be in 2022 and there are any boards that will be up for re-election.

02:33:58 Dana DeMercurio FACCC P/T Committee: FOLKS: The meeting has started again. Please join us!

02:35:13 Carrie Roberson: SHOUT OUT to JM!!

02:36:32 Hermila Torres de Siegrist: Why is there a cap on part-timers and no limit on full-timersd? They teach overtime ad their campus and part-time at other campuses--including CSU's, UC's, and private colleges and universities.

02:36:56 Marie Chelberg:Sorry, what is AB 928?

02:37:10 Rachel Mitchell:Great point Hermila

02:37:20 Chris Holland: In my district there is a cap on full timers & overload, but they still get it, Hermila

02:37:58 Carrie Roberson: AB 928: The bill would require the Intersegmental Committee of the Academic Senates of the University of California, the California State University, and the California Community Colleges, on or before May 31, 2023, to establish a singular lower division general education pathway that meets the academic requirements necessary for transfer admission to the California State University and the University of California, and would require, if the committee is unable to come to agreement on or before May 31, 2023, the respective administrative bodies of those segments to establish a singular lower division general education pathway that meets the academic requirements necessary for transfer admission to the California State University and the University of California by December 31, 2023.

02:38:36 Carlynne Allbee: Tip for Zoom - down in the bottom left corner, next to Start Video is an arrow. Click on it to choose a "virtual" background. One of the newer options in some Zoom packages is "blurred background,"

02:38:57 Kelsey Paiz: Re AB928: A major concern is that it could lead to the elimination of the oral communication requirement, which would decimate Communication Studies departments.

02:38:57 Dana DeMercurio FACCC P/T Committee: @Marie - students will have to take only 34 units rather than 39. This would also REMOVE the ORAL COMM requirement for all students to transfer.

02:39:18 Dana DeMercurio FACCC P/T Committee: the Comm department at every college will be depleted

02:39:20 Hermila Torres de Siegrist: Cost conscious? Overload for full-timers is very expensive and adds an additional burden to STRS and/or PERS.

02:39:31 Chris Holland: But it's going to negatively impact other departments as students gain skills in our classes that they'll need in other courses

02:40:19 Chris Holland: What is hidden in AB-928 is the fact that CA legislators cannot regulate the UC system. This has been enshrined in the laws and tested through lawsuits in the past. As a result, if the UC doesn't agree to make any changes to its system, they get to keep what they have, and both CSU and CCC have to adopt the UC IGETC. The UC IGETC doesn't include an Oral Communication category. If you work at a California Community College you are probably saying "but our IGETC does have an Oral Communication section". Unfortunately, only the CSU IGETC has that requirement (Section 1C). There is unusually an asterisk or parenthetical that explains that the Section 1C is only a requirement for the CSU.

02:40:27 Oranit L/FACCC Board Member: With FACCC's and CFT's tireless advocacy, the 2021-22 CA budget includes \$10 million ongoing and \$90 million one-time for part-time faculty office hours in the 2021-2022 state budget.

02:41:10 Oranit L/FACCC Board Member: With FACCC's and CFT's tireless advocacy, the 2021-22 CA budget includes \$10 million ongoing and \$90 million one-time for part-time faculty office hours.

02:41:12 Raymond Brennan: That's true, Oranit, but some districts take that money for office hours, but do not spend it on office hours

02:41:12 Dana DeMercurio FACCC P/T Committee: @Chris yes. That's why the bill was not supported by FACCC, the UC and CSU systems, etc. it was supported by Campaign for College Opportunities, a lobbyist-like group that also supports CALBRIGHT and is funded by the Gates Foundation.

02:41:38 Chris Holland: It was authored by someone who didn't go to school AT ALL via any of the state schools.

02:41:56 Dana DeMercurio FACCC P/T Committee: @David - not surprised.

02:42:05 Oranit L/FACCC Board Member: @Raymond: You need to get your union to negotiate on that \$.

02:42:29 Raymond Brennan: My district does pay office hours; I was speaking of other districts

02:42:53 Arnie Schoenberg: Many of the recent labor struggles have been to prevent two-tiered systems. Hopefully we can ride this wave to get rid of ours.

02:43:11 Linda Sneed: Amen, Arnie.

02:44:15 Hermila Torres de Siegrist: Savings can occur by ending overtime for full-timers.

02:44:15 Valerie Ellis: I'm willing to work hard, and need to have 3 classes/semester to survive....but FTers keep taking my classes to use as overload,

02:44:37 Raymond Brennan: That is one of the bright spots of late, Arnie. There does seem to be increasing respect for faculty across the country. (I suspect that's because after a Covid year trying to supervise their children's Zoom education, parents suddenly think maybe teachers should be paid more!

02:45:04 Valerie Ellis: @ Raymond Brennan, LOL  
!

02:46:59 Hermila Torres de Siegrist: 80% partiy? Yes! But can this happen when so much money goes tor "overtime." Let's change the conversation and desist from calling this 'overlfoad." It implies an unwelcome, burdensome assignment. Let's be real and use the term "overtime"--the one used everywhere but in our cc's

02:47:30 Hermila Torres de Siegrist: Whoever controls the language (use of terminology) controls the conversation and outvomes.

02:49:10 Raymond Brennan: Yes. Foothill -- De Anza's negotiators have brought our parity to 83.5, and they had to fight for it--both with Administration and some Full-time faculty

02:50:08 Donna Frankel: Please speak to the 3rd tier of PT--noncredit, who work 1/3 more hours for half the pay of lowest PT lab rate? I find across the board raises just makes a bigger gap between FT and PT in dollars.

02:52:16 Donna Frankel: Sorry parity in salary is all you are talking. What about parity in benefits, in prep time, in sabbaticals, and working conditions-offices, computers--we are so far from true parity while everyone is too busy patting themselves on the back!

02:52:59 Dana DeMercurio FACCC P/T Committee: @donna - agreed.

02:53:04 Raymond Brennan: That's why Jeff is talking about pay parity

02:53:58 Dana DeMercurio FACCC P/T Committee: Please raise your hand in Zoom after we have heard from all speakers on the panel. We will try to accommodate everyone in order.

02:54:20 Raymond Brennan: John Govsky is a sound engineer; maybe he can fix tinny?

02:54:45 Lidia Stoian | FACCC: If Jessica has headphones that would help.

02:56:29 Valerie Ellis: I'm happy with my pay scale. I will work extra unpaid hours (office hours, FLEX, prep, etc.) I'm just tired of FT'ers taking on more classes and taking them away from PT'ers. I've been teaching a class for 15 years and my class was given to a FT teacher for Spring 2022. And, there are about 10 sections of this class.

02:56:33 Jeffrey Michels: @Donna, my understanding is that we were to focus on pay parity. I think health care is the next hill all the unions are looking to climb. We have an idea for a statewide pool... other working-condition issues are clearly important topics too... but again, I think the focus FACCC planned for this hour was salary. Your point is well taken.

02:56:34 Raymond Brennan: Jessica and Phil are being modest. It took them a year at the table to get the contract they just got ratified, and it was a damned good contract. It was particularly good for Part-time faculty.

02:57:13 Hermila Torres de Siegrist: Everyone who collects unemployment owes a debt to Professor Cervisi in San Francisco. She fought and won unemployment benefits. Get involved! Run for a college board and/or find someone who will in 2022. This will shake up the system.

02:57:28 Alexis Moore: Total Compensation for FT faculty is calculated based on PAY and Benefits.

02:57:50 Raymond Brennan: Yes, Her and Robert Bezemek who argued and won the case in the California Supreme Court.

02:59:13 Valerie Ellis: Raises don't help if they give you fewer classes because FT want to make more money!

02:59:35 Jane Hundertmark: summary of Cervisi on its 25th anniversary.

02:59:38 Jane Hundertmark: <https://www.cft.org/california-teacher/landmark-cervisi-decision-turns-25-part-time-faculty-won-unemployment-benefits>

03:01:23 Raymond Brennan: Thanks for the link Jane!

03:01:32 David Milroy: Basic Aid district is a whole other world. MiraCosta is Basic Aid (property tax funding) and in 2005 they were funding FTE at \$11,000 when other colleges were getting \$5,000! Result? Highest paid CC FTers in the country while the PTers were back down with the other PTers in the state.

03:03:00 Carrie Roberson: Why not all labs?

03:03:16 Jessica Breheny: We tried for that.

03:03:53 Arnie Schoenberg: The zero-sum game means that tenure track pay comes from the surplus value of part-time faculty. Across the board raises increase the parity gap.

03:04:43 Chris Tsuji: Associate faculty???

03:07:09 Arnie Schoenberg: That so great you were able to separate the overload pay schedule from the part-time one!

03:07:46 Raymond Brennan: When John says he has talked to everybody, he actually means everybody!

03:07:48 Phil Hu, AFT 6157: Thx, Arnie. We firmly believe that if we said "dedicated funding," we meant dedicated funding.

03:08:16 Phil Hu, AFT 6157: Associate faculty is our term for part time faculty.

03:08:24 Jeffrey Michels: John, can you share the reference when you can? That's an important paragraph.

03:08:57 Chris Tsuji: Why are there so many different names for part time faculty?

03:11:10 Phil Hu, AFT 6157: Chris, we actually negotiated the language change into our contract. We had many part time faculty in our district approach us and ask us to make the change. They were called adjunct in our district; they didn't like that because "adjunct" means an appendage, as if part time faculty were just an appendage to the full timers.

- 03:12:07 David Milroy: Our local has overload and PTers on one schedule. Because of this, 25 years ago our union "solved" this by trimming the columns diagonally so that column one had 9 steps and the top column only has 2-4..so that the FTers can't make "too much" money o overload..which also means that PTers are limited to fewer steps when they have higher degrees. This was supposed to be fixed but the salary schedule still has this diagonal cut-off which hurts PTers at the "top"....25 years later!
- 03:14:09 Deirdre Frontczak: David we have a similar pay structure at SRJC. PT and FT overload are all defined in the contract as "hourly faculty" — same problem with ceiling on PT steps (9). You could actually start out at that step and stay there for decades.
- 03:14:20 Arnie Schoenberg: @David I'm in this district and lost a few thousand dollars because I was at the top of pay scale, which the Union kept low because overloads were so expensive.
- 03:15:42 Phil Hu, AFT 6157: Carrie, we tried to get all labs to lecture/lab parity. The district understood the intensity of science labs. But originally, they weren't willing to do lab parity for the health sciences (think nursing program).
- 03:16:31 Phil Hu, AFT 6157: We were able to push them to include the health sciences. We will continue to push for lab parity for other areas...I can think of the CTE areas, right off the top of my head.
- 03:16:57 Carrie Roberson: @ Phil/Jessica- thanks for clarification. Makes it "philosophical" to some degree which can further divide PT faculty at campuses and gives admin leverage with the divide
- 03:17:03 Dana DeMercurio FACCC P/T Committee: REMINDER: Raise your hand icon in Zoom please (not your physical hand)
- 03:17:05 Jeffrey Michels: Non-Credit... and we should be talking about Adult Ed too... as AB705 eliminates remedial ed, some faculty may find themselves transitioning into Adult Ed, and those faculty are also paid at an appallingly low rate.
- 03:17:10 Christina Wright: Regarding our pay, is there anything that can be done about how our pay is reflected on our timecards? I'm trying to be on the track for applying for public service loan forgiveness but you have to work at least 30 hrs a week to quality. I have other work outside teaching at my college, but only 8 hrs a week is applied from my college because my timecard only reflects the hours of my class (and I teach two 4 hr classes). But, with class prep, teaching and grading I'm working a lot more than 8 hrs a week. But, I have to take on other jobs to prove I work at least 30 hrs and it's really frustrating.
- 03:17:15 Dana DeMercurio FACCC P/T Committee: REMINDER: Raise your hand icon in Zoom please (not your physical hand)
- 03:17:24 Marianne Borgardt: And in some non-credit programs, administrators have begun asking us to give "progress indicators" at the end of the semester AND now are offering "certificates of achievement" which also rely on those progress indicators (i.e. grades)
- 03:17:39 Arnie Schoenberg: It would help if we had a long-term goal of eliminating the two-tiered model, such as the Vancouver model: <https://cpfa.org/program-for-change/> It would lead to stronger Unions and advocacy.
- 03:17:45 David Milroy: If each of us calculated what we would earn if we taught a full load at our colleges...and then compare that to a comparable FTer. In my last year, my full-load pay would have been

\$42,000..while my FT colleague would have been paid over \$100K....which looks like 42% parity..and that's not counting benefits etc etc.

- 03:17:47 Carrie Roberson: Ed Code for California Community Colleges Sections 87400-87488 and 87660-87683 uses specific terms and definitions for academic employees, but I have seen part-time, adjunct, associate, contingent, lots and lots of names determined locally :)
- 03:18:11 Jeffrey Michels: @Christina, that is an issue your local union should address. I can imagine a solution that would not cost the District much, but it sounds like a local issue... What is your district?
- 03:18:19 Claire Thorson: I've been told that enhanced non credit actually pays more than credit courses in the new funding formula.
- 03:18:34 Sherry Sank: Last semester I was told my load for the Fall was reduced from 0.04FTE to 0.02FTE - one class! (Unemployment would be as much money, but then again, I'm still waiting to receive that for the Summer.) The reason? I was told there was no other class to give me. That was for this semester. I checked the schedule for this semester, and it turns out my Dept. Chair is teaching two overload sections! I'm so angry!
- 03:19:03 Christina Wright: @jeffrey Ah, okay thank you
- 03:19:26 Christina Wright: I work for Foothill-De Anza
- 03:19:30 Maha Gebara: Disability insurance too is needed
- 03:19:34 Sally Saenger: Not all noncredit classes are reimbursed at the upper rate. But the ones that are at the higher rate definitely should have pay parity with credit.
- 03:20:25 Jeffrey Michels: @Christina, I would reach out to Tim Shively. If you want me to do it, feel free to send me an email, and I can connect t you to Tim and weigh in. That sounds like a problem that could be solved. [ufjeffmichels@gmail.com](mailto:ufjeffmichels@gmail.com)
- 03:21:13 Christina Wright: @Jeffrey Will do, that would be great! Thank you!
- 03:21:19 Douglas Dildine UNITED FACULTY/CCCI: If Health Benefits can be pooled as a state benefit -- raising 67% may not create the push back it currently receives.
- 03:22:01 Donna Frankel: You are so correct, Jeffrey, and when I taught through Adult Ed I still paid their union dues-not that they did much for us.
- 03:22:31 Dana DeMercurio FACCC P/T Committee: @ dennis please leave your question here so we can move on to the next panel
- 03:22:34 Jeffrey Michels: Not all CA adult ed faculty are even represented.
- 03:23:41 Linda Sneed: Well said, Oranit.
- 03:23:53 Arnie Schoenberg: San Diego Community College has done well in integrating Continuing Education faculty and College faculty under a single contract over the last 10 years.



03:24:23 Rachel Mitchell: We're always told that there's not enough \$ for part time issues in the CC system, yet they have money for Calbright? Defund and eliminate Calbright and put all of that \$ to part time parity—pay, benefits, office hours, offices., etc.

03:24:50 Arnie Schoenberg: <https://calrta.org/repealing-wepgpo-current/>

03:25:08 Linda Sneed: Hi, Jennifer! So glad you're still involved in our struggle. :)

03:28:10 Marianne Borgardt: Can you share your PP with us?

03:31:04 Valerie Ellis: How do you find out if you are in CALSTERS?

03:31:13 Sherry Sank: I paid into Social Security for 29 years. I retired from the College District and receive a walloping pension of \$440/month. I also collect Social Security. It has been reduced by \$120/ month because I receive my \$440 pension. Essentially meaning my pension is only \$320/month. Wow! Yes, my blood pressure is up. I'm back teaching btw. Paying for Medicare as a Medicare recipient, and having my pay reduced by Medicare deductions. That's another story.

03:31:26 Raymond Brennan: check your pay stub Valerie

03:31:26 Connie McDowell: I would like to know how this affects the Apple plan, which is not a pension. It's basically a lump sum.

03:31:48 Valerie Ellis: @ Raymond...thank you

03:32:06 John Martin, CPFA: Then, after you check your paycheck, contact your HR

03:32:16 Denise Marshall-Thomas: What if you are CalSTRS and CalPERS?

03:33:42 Raymond Brennan: There is a consolidation process in that case, Denise.

03:34:16 Cecilia Ornelas: I was in CALSTERS for one year (1985-1986), and I received all the money I put in CALSTERS minus taxes in June of 1986 when I quit and never went back to a CALSTERS" job. Will that affect me since I won't retire at least for 7 1/2 years?

03:34:31 Raymond Brennan: I think the first step is to talk to CalSTRS because they know how that consolidation works.

03:34:32 Patricia Shields: The key is that "substantial earnings". Many times if you were raising a family, working as part time faculty, and part time in job that paid into social security, it was very hard to earn enough to make "substantial earnings". So many of the years I worked didn't count.

03:34:40 Sherry Sank: FACCC - can I please be released to pay into Social Security? I'm happy to pay "union dues" as well. I want to get to my 30 years into SS, (I now have 29 years,) so I can recoup my \$120/month that is currently being deducted from my SS benefits.

03:35:07 Cecilia Ornelas: I have the same question as Connie, "I would like to know how this affects the Apple plan, which is not a pension. It's basically a lump sum."

03:35:55 Kim Andrews-Bingham: How do you know what will count towards the 30 years for social security / WEP? Does it mean FT employment or a \$ amount per year?

03:36:08 Raymond Brennan: FACCC cannot do that for you Sherry. You need to speak with your HR department to make that happen.

03:36:29 Patricia Shields: @Kim it's an amount per year. Minimum.

03:36:30 Douglas Dildine UNITED FACULTY/CCCI: What if my wife worked 30 years paying into Social Security.

03:37:26 Raymond Brennan: Do you know what that minimum amount is, Patricia?

03:37:31 Kim Andrews-Bingham: @Particia... do you know what that amount is... or how to figure it out?

03:37:37 Rich Harlan: SS Substantial Earnings Table: <https://www.ssa.gov/pubs/EN-05-10045.pdf>

03:37:50 Patricia Shields: @Kim. Yes. Go to your ss portal.

03:38:06 Raymond Brennan: Thanks Rich.

03:39:53 Sue Broxholm: By the way, the 20 years are based on 20 qualifying years.

03:40:14 Patricia Shields: @Kim. You can see your social security income on your own portal to count up how many years you have. One year I was \$50 short!

03:40:50 Kim Andrews-Bingham: @ Patricia... \$50 - WOW!

03:44:54 Donna Frankel: How can we get a copy of Jennifer Baker's wonderful set of slides? Last night I was on a town hall meeting with Zoe Lofgren and I asked on the call what she could do about the GPO and WEP. I just got a letter in the mail from her aid stating Zoe has been working on a bill to solve this but we ALL need to get all legislators to back this-so get out and send emails and phone calls. The leg reps count your letters and calls-it will matter.

03:45:47 Kelsey Paiz: I understand that the ideal situation would be to fix this at a federal level, but is there a state-level fix possible?

03:46:28 Sue Broxholm: What happens to the people already retired if the WEP got repealed?

03:46:37 Ellen Mastman: These slides would be invaluable if we could have a copy, Thanks for suggesting this Donna

03:47:40 Julie Ashmore: Yes, I'd like the slides and the WEP penalty calculation website address mentioned earlier

03:47:45 Cecilia Ornelas: I am with you, Patricia, "The key is that "substantial earnings". Many times if you were raising a family, working as part time faculty, and part time in job that paid into social security, it was very hard to earn enough to make "substantial earnings". So many of the years I worked didn't count." ME TOO!

03:48:33 Ellen Mastman: Thank you Jennifer. Have wanted this information for a long time.

03:51:44 Raymond Brennan: If I am not mistaken, Congress exempted itself from both the WEP and GPO.

03:52:06 Patricia Shields: How can we organize, get involved and change this? They need to analyze the cost of leaving people in poverty in retirement due to WEP and GPO.

03:52:17 Arnie Schoenberg: <https://calrta.org/repealing-wepgpo-current/>

03:52:21 Patricia Shields: Opps now the slim on getting involved. Thank you

03:52:24 Patricia Shields: slide

03:52:51 Sue Broxholm: By the way if you collect SS before you collect STRS you don't have to pay the WEP. WEP kicks in once you start to collect STRS.

03:53:19 Sue Broxholm: Please send us all the slides.

03:53:37 Patricia Shields: @Sue someone at ss just told me that they will take the deduction now even if I am still working in my STRS job If I take my ss benefits now.

03:53:49 Connie McDowell: I would like to know how this affects the Apple plan, which is not a pension. It's basically a lump sum.

03:54:54 Dana DeMercurio FACCC P/T Committee: @John - You will be called on first to ask a question!

03:55:15 Raymond Brennan: I'M afraid there is no one in the room who can answer your question, Connie. I may have a colleague who can give you an answer. If you'll give me your email, I can try to find an answer for you.

03:55:17 Sue Broxholm: Are you at full SS retirement age. I know someone who collected full SS while he continued to work past SS retirement age.

03:55:42 Julie Ashmore: How can I calculate my WEP & GPO deductions?

03:55:47 Patricia Shields: @Sue. Question for Jennifer? This is what I was just told.

03:55:57 Sue Broxholm: Maybe Jennifer can speak to this

03:56:22 Cecilia Ornelas: Raymond, could you send me the same answer to the apple question? My email address is [csceceewriter@gmail.com](mailto:csceceewriter@gmail.com)

03:57:21 Raymond Brennan: Happy to Cecilia

03:57:42 Marianne Borgardt: What an excellent PP. So well presented, too. Thank you, Jennifer!

04:04:22 Valerie Ellis: So, if you are NOT married, this has no impact on you???

04:04:40 Annette Edmonds: I am new. I have not signed up for CALSTRS yet. I have been paying into Social Security for years. Should I not sign up for CALSTRS?

04:06:47 Maha Gebara: Is ALSTRS Cash benefit unaffected by WEP and GPO?

04:06:52 Maha Gebara: CALSTRS

04:07:05 Raymond Brennan: Right. It is not affected.

04:08:01 Arnie Schoenberg: San Diego Adjunct Faculty resources: <https://www.sdfa.org/retirement-planning/>

04:08:35 Arnie Schoenberg: <https://www.sdafa.org/adjunct-retirement-and-benefits-what-you-need-to-know-tuesday-august-17-1-330-pm/>

04:10:13 Sherry Sank: The House passed the Build Better Act this morning -

04:10:24 Dana DeMercurio FACCC P/T Committee: correct

04:10:24 Raymond Brennan: Excellent!

04:10:52 Dana DeMercurio FACCC P/T Committee: Is it Raymond?!

04:12:36 Hermila Torres de Siegrist: My husband is collecting Social Security and also is a "victim" of the WEP--he is a CALRTA Member. When he went to the Social Security Office, he was told to go several times. He did and benefitted. He was told that Social Security workers often have different information. This did prove to be true. Go to the Social Security Office ore than once.

04:12:41 Catherine Hardy: Sounds like the district...

04:12:57 Raymond Brennan: Got it Connie.

04:13:30 Sherry Sank: They can't take WEP out if you haven't retired. They have no way to know how much to take out!

04:14:02 Hermila Torres de Siegrist: OIlder part-timers may receive a letter from the Social Security Ofiice asking if they are st5ill workintg. If you do not return it, your social security will be held up. It took me a long time to clear this.

04:14:51 Sue Broxholm: WEP is for double dipping.

04:16:07 Margaret Hamza: Question: I selected STRS DB after I have a Cash Balance for 3 years, does my year of serving count from when I joined STRS DB or from when I have Cash Balance?

04:17:29 Jennifer Baker: <https://www.ssa.gov/benefits/retirement/planner/wep.html>

04:19:17 Valerie Ellis: Please People, this is NOT a personal "financial counseling" session. Only ask questions that help everyone here!

04:19:36 Ellen Bowden: Is PARS impacted by WEP/GPO?

04:20:02 Maha Gebara: Thank you Jennifer, that was very helpful

04:20:04 Catherine Hardy: Thank you, Jennifer! Brilliant!!

04:20:05 Patricia Shields: thank you!

04:20:18 Connie McDowell: Thank you so much, Jennifer!

04:20:54 Tora Spigner: Had no idea about WEP and GPO but not married so should be ok for me

04:22:25 Patricia Shields: @Tora. Marriage doesn't related to WEP, only GPO as I understand. Not married but impacted by WEP.

04:22:31 Marianne Borgardt: My understanding is that WEP affects us all, GPO affects our survivor (spousal) SS benefits.

04:22:53 Lidia Stoian | FACCC: The CalRTA presentation was just emailed to everyone.

04:24:04 Raymond Brennan: Thanks, Lidia. I am sure that will be invaluable to many

04:24:40 Margarita Martin del Campo: Thank you!

04:24:46 Raymond Brennan: Does anyone have a non-financial question?

04:24:48 Douglas Dildine UNITED FACULTY/CCCI: PT'ers can retire and keep teaching.

04:26:18 Douglas Dildine UNITED FACULTY/CCCI: In Title 5 We're officially Contingent Faculty

04:26:25 Carrie Roberson: There is info in the chat on Ed Code, but it is determined locally

04:26:56 Tina Adlparvar: Any financial planners for Southwestern College faculty?

04:27:03 Douglas Dildine UNITED FACULTY/CCCI: Title 5 is Ed Code

04:27:04 Valerie Ellis: And, why can't PT'ers be called "Professors"?

04:27:25 Terry Boroughs:@Valerie, I had the same thought!

04:27:31 Marianne Borgardt: I would also be interested in Financial planner names, but I live in Sothern California. The financial planner I have used for 20 years knew nothing about WEP or GPO.

04:27:42 Herald Herald: Oops....My email address is N2voice@aol.com. I have a question re paying into SS first. Then going on into CasSTRS, after retirement from a secretarial job. Thx! Lorea Herald

04:27:48 Arnie Schoenberg: If we eliminated the two-tiered system, then we could all be just professors

04:28:11 Victor Yu: Continuing to teach in order to avoid WEP will hurt you, because your Calstr payment will be based on your last 2 years (?) salary

04:28:40 Raymond Brennan: I suspect that the financial advisors I can put people in touch with have mastered the ability to advise via zoom, so if interested in contacting one of them, let me know.

04:28:41 Douglas Dildine UNITED FACULTY/CCCI: Cash Balance effects WEP & GPO the same as Defined Benefits

04:29:35 Patricia Shields: Thanks for this event. Much appreciated!

04:29:40 Valerie Ellis: Hey Raymond and DAvid...quit getting sucked into personal counseling, please!

04:29:44 Kristin Osowski: Thank you!

04:29:54 Douglas Dildine UNITED FACULTY/CCCI: THANKS EVERYONE!

04:30:11 Tina Adlparvar: Raymond, would you please refer any financial planners you know.  
[tadlparvar@swccd.edu](mailto:tadlparvar@swccd.edu)

04:30:19 Denise Giotta: Today webinar has been very informative. Thank you so much

04:30:38 Catherine Matheson: Thanks to all presenters for the valuable information! It's so helpful to pass along to the rest of our Part-timers!

04:30:57 Raymond Brennan: Yes. Tina. I'll be in touch

04:31:23 Tina Adlparvar: Thank you, everyone. Thank you, Raymond.

04:31:34 Patricia Shields: I think one thing is clear that we need to get involved in repealing this legislation that was never intended to impact folks like us but is very damaging to us.

04:31:48 Marianne Borgardt: Also interested in suggested financial planners in LA area:  
[borgardt\\_marianne@smc.edu](mailto:borgardt_marianne@smc.edu)

04:31:57 Chris Tsuji: Thank you.

04:32:01 Srisuda Luettringhaus: Will we get this zoom record ?

04:32:23 Valerie Ellis: Thank you all for a great Conference. I was hoping for a wrap up for the whole day...otherwise I would have logged off a while ago.

04:32:26 Dana DeMercurio FACCC P/T Committee: YES this is being recorded

04:32:26 Douglas Dildine UNITED FACULTY/CCCI: Professors teach after they retire -- for the money. Once you retire they stop taking out STRS.

04:32:34 Lidia Stoian | FACCC: Yes, this is being recorded.

04:32:41 Raymond Brennan: Marianne. Does your email end in ed or edu?

04:32:43 Sue Broxholm: I have to run. Thanks too all the presenters.

04:32:55 Lidia Stoian | FACCC: Thank you for attending, Sue.

04:33:03 Patricia Shields: Will they take into account the impact of COVID if we retire in 2022?

04:33:03 Marianne Borgardt: [Sorry--borgardt\\_marianne@smc.edu](mailto:Sorry--borgardt_marianne@smc.edu)

04:33:23 Ellen Bowden: Thank you all for this opportunity

04:33:39 Lidia Stoian | FACCC: Thank you for attending, Ellen.

04:33:41 Terry Boroughs: I was under the impression that it was the highest 3 years as well.

04:33:46 Connie McDowell: Thank you to all presenters. This was very helpful!

04:33:58 Hermila Torres de Siegrist: I believe we should work on our terminology. Part-timers we are and that term communicates our status. Adjunct does not! Also, let's all use the term "overtime" and refrain from using the term "overload." My father taught me that whoever controls the terminology owns the argument. Part-timers we are and that should be our term.

04:34:00 Terry Boroughs: Thank you everyone!!

04:34:03 Lidia Stoian | FACCC: The recording link will be shared on Monday.

04:34:08 Connie McDowell: What's your email, Raymond?

04:34:11 Arnie Schoenberg: Thanks all! Great presentation!

04:34:14 Catherine Hardy: Fantastic show! Thank you!

04:34:24 Lidia Stoian | FACCC: Have an amazing weekened.

04:34:24 Hermila Torres de Siegrist: Thank you for al wonderful session!

04:34:30 Wendy Brill -Wynkoop: Thank you!

04:34:30 Srisuda Luettringhaus: Great workshop . Thank you so much.

04:34:34 John Govsky: Thanks to all! Good job FACCC!

04:34:38 Oranit L/FACCC Board Member: Thank you, all.

04:34:42 EvaMarie Rodriguez-Morris: Thank you!

04:34:43 John Martin, CPFA: [jmartin@cpfa.org](mailto:jmartin@cpfa.org)

04:34:44 Victor Yu: Thank you. It would be nice to have the chat history saved

04:34:44 David Milroy: [dmilroy53@gmail.com](mailto:dmilroy53@gmail.com)

04:34:49 Diana Ortiz: [dortiz@palomar.edu](mailto:dortiz@palomar.edu)

04:34:49 Donna Frankel: [frankeldonna@fhda.edu](mailto:frankeldonna@fhda.edu)

04:34:49 Linda Sneed: Thanks to all!

04:34:53 Raymond Brennan: [brennanraymond@fhda.edu](mailto:brennanraymond@fhda.edu)

04:34:56 Arnie Schoenberg: Make sure to join FACCC :  
[https://faccc.memberclicks.net/index.php?option=com\\_mcform&view=ngforms&id=2053231#/](https://faccc.memberclicks.net/index.php?option=com_mcform&view=ngforms&id=2053231#/)

04:35:04 Ellen Mastman: [Mastmsnellen@fhda.edu](mailto:Mastmsnellen@fhda.edu)

04:35:08 Lidia Stoian | FACCC: THANK you Arnie

04:35:22 Hermila Torres de Siegrist: [hetds@yahoo.com](mailto:hetds@yahoo.com) Esthela Torres de Siegrist (31 years as a part-timer...never even given a courtesy interview for full-time.)

04:35:22 Margaret Hamza: [hamzamargaret@fhda.edu](mailto:hamzamargaret@fhda.edu)

04:35:36 Deirdre Frontczak: THANKS to everyone!

04:35:40 Hermila Torres de Siegrist: Run for a college board in 2022! Filing is free.

04:35:43 Ellen Mastman: [Mastmanellen@fhda.edu](mailto:Mastmanellen@fhda.edu)

04:35:50 Srisuda Luettringhaus: [Sluettringhaus@palomar.edu](mailto:Sluettringhaus@palomar.edu)

04:35:57 Sherry Sank: THANK YOU!

04:35:58 John Martin, CPFA: Thanks to everyone!

04:36:05 Margaret Hamza: Thank you!

04:36:13 Ellen Mastman: thank you all.

04:36:25 Cecilia Ornelas: THANK YOU ALL SO MUCH!!!!!!!

04:36:28 Hermila Torres de Siegrist: Happy Thanksgiving one and all