Faculty,

Welcome back to another surreal semester!

As the Palomar Faculty Federation, your college faculty Union, we fight for and protect the wages, benefits, and working conditions of all part- and full-time faculty at Palomar College, and we’ve proudly been doing so for 21 years.

In all those years we never foresaw that negotiations would center around a pandemic, but here we are. Though decisions regarding distance education and vaccine and mask mandates are the District’s responsibility, we can negotiate the effects of those decisions. The PFF Negotiations Team has worked throughout the summer for online teaching costs reimbursement, PD credit for POET certification and accessibility training, and increased safety measures for all faculty returning to campus. PFF also ensured that faculty received the 5.07% COLA (more on “regular” negotiations on p.3)!

To make sure you’re up to speed with all you need to know related to the “new normal,” see these links:

- The District’s Vaccination Mandate for Employees and Students
- The campus mask policy in the COVID-19 Mitigation and Management Plan
- Reimbursement for your Internet services and other telecommuting tools and supplies if you’ve been teaching from home (Note: First deadline is September 30th!)
- Receiving PD credit for POET and accessibility training (see accessibility details on p.3)
- Information on accessibility standards for online teaching

We also continue to support our faculty in a variety of other ways, and this semester we were proud to participate with the campus book clubs Grading for Equity and Becoming Hispanic-Serving Institutions (HSI) by supplying the books for faculty members. We’ve also supported faculty’s family members with scholarships this past Spring, so check out our recipients on the next page - they’re amazing, of course!

If you have more ideas on how PFF can support faculty, we’d love to hear it. You can reach out to us through the About Us page on our website, email us at palomarfacfed@gmail.com, or join our Zoom meetings from 4:00-6:00pm on the second and fourth Thursdays of the month (details always sent to campus email the morning of the meeting). And by all means, if you’re not yet a PFF member, JOIN US!

In solidarity, Your friends and colleagues at the Palomar Faculty Federation, AFT 6161
INTRODUCING
PFF'S 2021 SCHOLARSHIP RECIPIENTS!

Since the Spring of 2018, PFF has offered up to $1,000 academic scholarships to immediate family members of our Union members who will be attending a public institution of higher learning. It is a joy to review the applications, and this year each of our three applicants was awarded the full scholarship. Congratulations to them as they start their fall semesters!

This benefit was created for PFF members by PFF members. You can find out more about the Scholarships (application announced in Spring '22), Emergency Funds, and Conference Funding by visiting palomarfacfed.org/benefits. If you haven’t yet had a chance to join your colleagues in the Union, more information - and the membership form - is at palomarfacfed.org/belong

Now meet this year’s PFF scholarship recipients!

JACQUE FROUIN

Attending: University of California, Davis

Studying: Agricultural and Environmental Education

Child of: Tami Weintraub, Library

“Receiving this scholarship means a lot to me because not only will it be a big help to paying my tuition, but it also shows myself that I am a capable writer (something I’ve always been striving to be). Thank you so much once again! I very much appreciate the opportunity!”

ABBY VAN DYKE

Attending: University of California, Santa Barbara

Studying: Psychological and Brain Sciences

Child of: Leigh Ann Van Dyke, Disability Resource Center

“It has been my dream to go to University of California, Santa Barbara (UCSB) since I was a freshman, and I worked very hard to be admitted. I was very lucky to get into UCSB, but due to the difficult admission process and record applications, I was not awarded any scholarships. So, I am very grateful to receive this scholarship to help me attend a school with a program that will allow me to pursue my dreams of service work and earn an education.”

JACK JAIN

Attending: Johnson County Community College, Kansas City

Studying: A train conducting program run by the National Academy of Railroad Sciences in partnership with the college

Child of: Catherine Jain, Earth, Space, & Environmental Science

“McBrahan means the world to me as I am living out of my van at the moment. This scholarship allowed me to invest in a solar power system with which I could run a small fridge and charge my electronics off of in my van, as well as be more environmentally friendly. Thanks again!”

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As you've probably read in our updates, the Negotiations Team has been particularly busy this season! Here's an overview of recent faculty successes at the bargaining table:

5.07% COLA
You will see an increase in your paycheck because all faculty and staff are receiving the full 5.07% Cost of Living Adjustment due to us! Click here and look for the MOU titled Art 15. COLA. 2021-22.

Article 16 - Benefits
We are celebrating major gains in Article 16!
• The part-time health insurance cap has been increased to $400,000 - almost double the previous cap - and any amount not used will roll over into the next year.
• Part-time faculty can now add dependents, at 100% cost, to their policies.
• Full-time ECELS faculty now have the same health insurance choices and cost structure as all other full-time faculty.
• The Lab School’s self-funded budget no longer has to fund the cost of their full-time faculty's health insurance; rather, the General Fund will bear the expenses, just as for all other full-time faculty.
Click here and look for the TA titled TA. Art 16, Appx J & L.

Reimbursements - Initial Due Date is 9/30
While PFF would have preferred a flat stipend for all faculty, we were able to successfully negotiate reimbursements for online teaching related expenses. Please remember that all reimbursement requests must be submitted by Thursday, September 30th! You can request reimbursement for your home Internet and any tools and supplies necessary between March 13, 2020 - July 5, 2021. See this page on the District’s website for details and the necessary online forms. There will be future Internet-only reimbursements, and those details are in this MOU titled MOU. COVID. Reimbursements. Again, reimbursement requests for the initial time period of March 2020 through June 2021 are due on the 30th of this month!

Accessibility
Per the first MOU in this file, Accessibility Conversion, all faculty can receive extra PD and additional pay for making their classes accessible for Distance Education. Scroll to the bottom of this page for the Accessibility Professional Development and Course Conversion Pay Form.

Look for Good Things to Come!
The Negotiation Team’s work is never done, and we’re currently working on:
• Preparing for our reopeners of Articles 4, 12, 15, and 20, which will include continuing to fight for things important to our faculty, like increased paid part-time faculty office hours.
• Faculty compensation for work outside of normal contractual responsibilities during Summer 2021 that was caused by the ever-changing COVID-19 situation.
• Addressing the ongoing needs and rights of faculty related to the return to campus and ensuring a safe working environment.

We encourage you to contact us with any questions about the PFF/District Contract. As always, we remain steadfast in our commitment to fighting for and protecting faculty!