

## January 2014

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### The AFA

What is the AFA? The AFA is *your* union, protecting and fighting for the rights of all adjuncts covered under the bargaining agreement between the college and the AFA (anyone teaching at least six LHE's in any three previous terms).

### Application Process for Affiliates

The adjuncts who are presently affiliates were chosen based on the number of hours which they worked last year. However, the number of affiliates in each department or division did not necessarily match the availability of classes. For example, some adjuncts received affiliated status due to the number of hours they tutored in addition to classroom hours taught.

Therefore, during the 2014-2015 academic year, the number of affiliates in each division will change somewhat. According to the AFA contract, the distribution of affiliates is not set in stone and is based on department need.



Therefore, the persons who fill the affiliate positions will not be identical year to year. Applicants for one of these affiliate positions for the

2014-15 school year) must have taught in excess of 6 semesters at the College. Existing affiliates also need *to reapply*. This is the time frame for application and selection:

**Feb. 1** – Affiliate positions will be posted on-line on the Human Resources site on Banner.

**Feb. 15** – Applicants' files will be reviewed.

**Feb. 28 - March 15** – Applicants will be interviewed.

**By March 22** – Deans will forward the names of faculty selected for affiliate positions to the Vice President for Academic Affairs.

**March 31** – Commitment letters will be sent out to those chosen.

Please note that these positions are for *one year*. Affiliates are obligated to teach between 27.1 and 33 LHE's during an academic year, as stated in our contract, and have an option to enroll in health insurance subsidized by Oakton. Our contract is posted on the AFA website. Please read it carefully.

### ***Affiliate Health Insurance***

Several affiliates have asked questions regarding the time frame of their health insurance. Although the “term” of affiliates is for the academic year (fall, spring, and summer terms), health insurance covers the calendar year. If you are an affiliate who has chosen to be covered by health insurance through Oakton, the insurance runs from Jan. 1, 2014 through Dec. 31, 2014.

### ***Spring Membership Meeting***

Mark your calendars now! AFA’s Spring membership meeting/dinner will be held on Sunday, March 30, at Fairway Banquets. More information will follow.

### ***Your Presence is Important at Board Meetings!***

It is important that we adjuncts keep reminding the Board of Trustees of our presence and concern about the goings-on at Oakton. Let’s continue to make sure that adjuncts are not forgotten. Board meetings are on the 3<sup>rd</sup> Tuesday of every month; the next will be on the evening of Tuesday, January 21 (today, for some of you reading this!) at 7:30 p.m. in the Board Room, Room 1506. Please consider coming. Union president

Barbara Dayton will introduce you to the board, so check in with her when you arrive.

### ***SURS and You***

We all know that Illinois is leaving no stone unturned in the effort to find new funding mechanisms for the state, and in doing so, passed Bill SB-1, sponsored by State Senator Daniel Biss, last August. This bill creates a new funding mechanism for the state of Illinois aimed at SURS-covered employers that employ a SURS “affected annuitant” under certain conditions. How? It limits the amount of money retirees from a SURS institution can earn if they return to teach at their former institution (or other institution within the SURS system.)

What is an “affected annuitant”? Someone retired from Oakton becomes an “annuitant.” If they are rehired by Oakton, they may become an “affected” annuitant. This would happen on the first day of an academic year which *follows* an academic year during which an annuitant meets both two conditions (this is per SURS literature):

1) works more than 18 paid weeks after August 1, 2013. This condition is cumulative and not particular to any one academic year.

2) receives compensation during an academic year beginning August 1, 2013, that is greater than 40% of one’s highest annual rate of earnings that was earned prior to retirement.

If a SURS-covered employer (i.e. OCC) re-hires an annuitant (retiree) and pays that annuitant a salary over 40% of that person’s annual salary which marked their highest rate of earnings, that *employer* (not the state) needs to make a contribution to the SURS system that is equal to that person’s annual annuity to that system. Given the college’s obligation to pay that amount of money, one might guess that there will be fewer opportunities for retired teachers to come back and teach.

This concerns adjuncts more than full-time teachers. A full-timer who made \$100,000 last year can earn up to \$40,000 a year after retirement with no problem. However, an adjunct who made \$10,000 cannot earn more than \$4000 a year after retirement without incurring a penalty for Oakton.