

## January 2013

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### ***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 one of the three most recent semesters).

### ***Around the Country***

According to the *Chronicle of Higher Education*, SEIU (Service

Employees International Union) is attempting to represent enough schools in the Washington D.C. area to gain leverage in the academic labor market. SEIU has already unionized two private universities there, American University and George Washington University, and Montgomery College, a public institution with campuses in three of Washington's suburbs in Maryland. SEIU is also trying to unionize adjuncts at Georgetown. If this bid is successful, SEIU Local 500 will represent two-thirds of adjuncts in the nation's capital, resulting in a significant influence over pay and benefit issues for adjuncts, perhaps also being able to set up new benefit programs that can be difficult to provide on a smaller scale, such as retirement funds.

### ***Report from a Michigan Union***

A report disputing the opinion that adjuncts deserve to be paid a lower salary than tenure-track faculty has been published by the Lecturers' Employee Organization, the union representing adjuncts at the University of Michigan. The University of Michigan administration has stated that market forces should determine adjunct pay. The

report compares this pay inequity to that arising from race or gender, and just as in need of correction. The report ends by stating that the gaps between what tenure track teachers and adjuncts are paid per course "cannot be justified, either by claims that teaching is less important to our mission than research, or by claims that lecturers are inferior teachers" (*Chronicle of Higher Education*, 12/5/12).

### ***A New Tool***

Curious about what other colleges are paying adjuncts? Wondering if any colleges offer their adjuncts health insurance? Moving out of the area and looking for a new job? A new source is available on line that will provide the answers. Go to [www.adjunct.chronicle.com](http://www.adjunct.chronicle.com).

This site, created in conjunction with the *Chronicle of Higher Education*, furnishes data regarding adjunct salary and job conditions. Check it out!

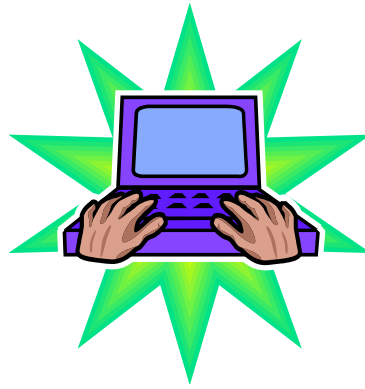


***You are Invited to a Board Meeting!***

You know the old adage, “Out of sight, out of mind”? The Board of Trustees needs to see you! Your presence at a board meeting communicates adjunct presence and interest in the college. The next Board meeting will be on the evening of Tuesday, January 15, at 7:30 in the Board Room, Room 1506. Union president Barbara Dayton will introduce you to the board, so check in with her when you arrive.

***Did you know?***

Over 20 of your adjunct colleagues already serve on college-wide committees. This is a way in which we adjuncts can have a voice at the college level. Please consider lending your voice by representing AFA by serving on a committee. Let Barbara Dayton know if you are interested. She is frequently asked by the administration for suggestions.



***Computer, anyone?***

Adjunct Larry Knapp from Division III is exploring the possibility of the college assisting adjuncts in the purchase of laptops. This is a benefit already provided to full-time faculty. How would it work? Adjuncts who have worked a minimum of 2 years would be able to purchase a computer on an installment plan, the cost divided over a specified period of time, with the money being deducted from your paycheck each pay period. If you leave Oakton prior to completing payment, you would need to write the college a check for the balance. Interested? Contact Larry Knapp immediately at [l-napp@sbcglobal.net](mailto:l-napp@sbcglobal.net), as he needs to give the administration a rough estimate of how many people might be interested.

***Are you a newsmaker?***

Have you had your work featured in an exhibit? Had something published? Been involved in an interesting project or volunteer work? Let us know

