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Pensions: Lump Sum Payment Option by Rosemarie Michiels

I recently retired and took a SURS lump sum payment. I had to roll it over into an IRA set up at my bank. The following are some facts I learned:

There is an earning limitation for members who elect a recurring monthly annuity.

There is no earning limitation for the lump sum retirement benefit.

You may not work for a SURS-covered employer until 60 days after the lump sum retirement benefit (LSRB) has been issued. Returning to work before 60 days rescinds your retirement and you must return your LSTB.

After 60 days, you may work for a SURS covered employer and earn more benefits by filling out the Form 'Election to Participate During Reemployment Following Receipt of a Lump Sum'. If you do not elect to participate, no SURS contribution will be withheld. Social Security needs to be contacted to find out if the LSTB affects 90% of the first \$727 of 35 years substantial earnings.

If you elect the Lump Sum Retirement Benefit, you may not change your election after your payment period begins. If you wish to revoke your election of the LSRB you must notify SURS in writing. Upon receipt SURS will send you a Portable Retirement Annuity packet to apply for the recurring monthly benefit..

Payroll Information:

Payment for classes beginning the first week of the Spring 2012 semester, pay period dates 1/15/2012 through 1/28/2012, will begin with the 2/3/2012 payroll through the Faculty Load and Compensation module.

The Faculty Load and Compensation module in Banner was rolled out by Oakton with the beginning of the Spring 2011 semester. Happy First Birthday FLAC! This is a module of Banner in the HR/Payroll system, which Oakton is currently using for adjunct and part time faculty, for processing payment of classes and non-instructional assignments. This new module Faculty Load and Compensation, or more commonly referred to as FLAC, allows you, the

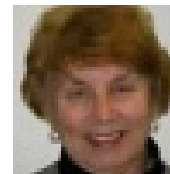
individual adjunct or part time faculty member, to view more detailed information regarding your compensation each semester.

Payment information you can view in FLAC includes payment for courses you are assigned to as well as other non instructional LHEPF's and the number of payments. The process for payment of meetings, WSAT readings and substitute pay continues to be the same. The detailed information, for these earnings, can be viewed under Earnings History in Self Service Banner

Save the Date for the AFA Dinner . . .

We have confirmed the AFA dinner date for Sunday April 1 at 4:30 P.M. at Riggio's Pizzeria, 7530 W. Oakton Avenue (at Milwaukee) in Niles. Free for AFA members. Spouse/guest for \$20 at the door. Invites will be sent out but please place on your calendar. Joining the AFA is a mere \$10.00. Contact Cheryl Brown for membership at cbrown@oakton.edu.

Report on the monthly Board of Trustees Meeting by Jackie McNeilly



Tuesday I attended the monthly meeting of the Board of Trustees. It was a very interesting meeting.

There was general business, such as motions to pay bills and a short discussion on the use of gas versus electricity for our new boiler and a presentation to adopt an effort to use local vendors and venues for our services.

The highlight of the meeting was a presentation from the student club Habitat for Humanity. This club is a collegiate branch which fosters team building activities such as visiting construction sites to help provide shelter for low-income families. The advisor is Marvin Bornschlegl, adjunct HSV and PSY. He and five Oakton students of various ages and cultural backgrounds recently spent a number of days in Holland, Michigan helping to renovate a home that was donated to Habitat for Humanity and will be the home of a nurse with two teenage children. The community of Holland supported our workers with good food

and a warmth of spirit. Each student spoke about their experience, which broadened their ability to work as a team and gave them much personal satisfaction. Everyone in the room beamed with pride as these five students told their stories.

These students also participated in Shantytown. They stayed overnight outside Skokie campus in card board boxes, just before holiday break - a very chilling experience.

For information on this wonderful club, contact Marvin Bornschlegl, mbornsch@oakton.edu 847.635.1845

From our President Barbara Dayton . . .



The AFA is always looking for members who are interested in getting involved and who are interested in assuming leadership roles. The strength of our union depends on its members. Whatever your talents, interests, or abilities we can find a role for you! E-mail

Barbara Dayton and let her know what you are able to contribute or simply say that you are willing to volunteer an hour or two a month and she will find a job for you.

Contact Barbara at B3T2@aol.com

Report on the January AFA Board Meeting . . .

Membership: Cheryl Brown attended the nurse's meeting and six nurses joined AFA. Cheryl also attended the New Faculty Orientation, and signed up six new members. All board members received membership forms to recruit new members. Membership in AFA is very important because it benefits the adjuncts as a whole. The greater our numbers, the more influence we have in the affairs of the College and our pay and work conditions.



Grievance: A representative of the IEA will come to give us guidance on grievance procedures. If you think you have a contractual problem/dispute, contact Beverly Stanis at bstanis@oakton.edu.

Evaluations: A newly created evaluation committee composed of 2 adjuncts, 2 full-

time faculty and 2 administrators met several times this fall and will continue to meet this Spring. Their goal is to create two new evaluation forms which will be used for both part-time and full-time faculty. One form is to obtain feedback from students; the other is to be used by the Chair when he/she observes a class.

Travel Reimbursement: Adjunct faculty MAY be eligible for approved travel and expenses for professional conferences with higher priority given to those in the Chicago area. Each request must be submitted **IN ADVANCE** to the adjunct's respective DEAN. The Dean will make a decision to grant the request based upon several factors, one of which is his/her perception of the value of the meeting to the individual and the college

"Excepts from AFA history . . . the 1996-1999 Contract Negotiations" by Barbara Vallaly



In August of 1996, the fourth contract between the AFA and Oakton Community College expired. The AFA's new negotiating team consisted of Mr. David Schall, Ms. Barbara Day-

ton, and Ms. Lorraine Murray. Mr. Schall presented the Oakton Board with more than forty pages of requests. The Association's goals, however, included the same old issues: job security and seniority. When John McCluskey, the IEA Unserv Director, read the association's demands, his observation was, "You don't have a chance."

AFA's membership did not accept that assessment, however. At the June 1996 OCC Board of Trustees meeting, part-time faculty members showed up wearing buttons that read "Pay Professional Work." Flyers explaining the AFA's cause were passed out at various commuter train stations. Several part-time faculty members wrote "Letters to the Editor" in local newspapers. At the September 1996 meeting of the Board of Trustees, part-time faculty members again took their case to the Board. According to an article in the Pioneer Press, "Oakton Community College's adjunct faculty members...are waging a no-holds-barred campaign to have their complaints heard." To keep up the pressure on Oakton's Board, the union circulated petitions in March 1997 calling for the college administration to continue talks and to improve their working conditions. Petitions were

presented to Oakton Community College trustees with a total of 1,060 signatures.

Twice the negotiating team stood up to the Board, and twice the membership rejected the administration's offer. In April, 1997, after teaching without a contract since August 1996, the Adjunct Faculty Association finally approved a new three-year contract offered by the Board. The contract provided pay raises averaging four percent for each of the contract's three years, retroactive to January 1. The result was a contract with concrete gains and a foundation for future negotiations. Most importantly, the Adjunct Faculty Association felt they had earned respect from the administration.

Adjunct Profile . . .



Adjunct English instructor Mike Davros is a firm believer in remembering our roots.

During the 1980s, long before GPS became common, I worked on big oil rigs surveying the coasts from Virginia to the Florida Keys. I was part of a crew responsible for mapping the sea floor using quasars. Our crew would drill holes in the sea floor and set up antennas.

The work was physically very challenging. While the money was good, it was not fun to be away from home for weeks at a time. Since the job was so mind-numbing, I would bring books with me to keep my mind occupied. My favorite book to read while I was away was Dante's Divine Comedy. I don't know how many times I read that epic, but it helped keep me sane during that part of my life.

Recently, I had my own book, *Greeks in Chicago*, published by Arcadia Publishing. I spent months scanning photos, writing captions, and talking to local historians. For research, I even visited Greece twice. In 2008, I spent a month studying sites of classical historical importance and toured islands in the Aegean. This project meant a lot to me because Greek is my first language. I'm even working on another book, *Greeks in Cincinnati*, with my sister-in-law. It's important for every culture to preserve history. We need to remember where we came from as well as remember the people who influenced us or else history will be lost.