



# Adjunct News

**March 2013**

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President *Division 4*  
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*Division 4*

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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).

### *How We Got Here*

About 60 people attended the Feb. 28 evening AFA membership meeting at the Des Plaines campus. Barb Dayton briefly summarized the events regarding the Affordable Health Care Act leading up to the present.

On *Feb. 19*, a day prior to the February 20 Board of Trustees meeting, the administration called on chairs and coordinators to assign a maximum of 21.5 LHE's to an adjunct for this calendar year. All interims and non-teaching assignments were also to be included. They were instructed to add the number of hours each adjunct worked in the spring to the projected number of hours for this coming fall. If the number came close to 21 LHE's, the adjunct would be assigned no summer classes.

Attendance by adjuncts and supporters at the *February 20 Board meeting* was standing room only; over 100 adjuncts attended. Twelve adjuncts and supporters spoke at the meeting, voicing a wide range of concerns ranging from personal stories of the

difficulties a cut in hours would mean in their lives to the difficulties of staffing in departments that necessitate

high LHE classes. In addition, the president of the full-time faculty union spoke in support of us and submitted a very strong letter of support. Students for Social Justice also offered a petition to the oakton community at a table set up on Student Street, garnering many signatures. Their representative also spoke at the meeting. A reporter from the Des Plaines journal was also in attendance, resulting in the publication of an article and editorial in the Journal taking our side.

On *Saturday February 23*, Board President Barbara Dayton, Vice-President Bev Stanis, and Steve Brody, union negotiating team member, attended a meeting in downtown Chicago discussing the implications of the Affordable Health Care Act for adjuncts. Discussions focused on what needs to be known when talking to the college administration and strategies with which to confront the administration.

Crucial for discussion is how someone qualifies for health care under the Act – who is “full-time”? Under the

Affordable Care Act, full-time employees – those working 30 or more hours a week - cannot pay more than 9.5% of the family income – the employer pays the rest.

First, as school must determine who is eligible – who works 30 hours or more a week. There is a “look back” period during which a school determines this. The school is directed by the government to “be reasonable” regarding the time frame. Exactly when or how long the “look back” period is not specified by the government. Oakton has chosen to take this current calendar year as its “look back” period.

The Treasury Department of the federal government has directed the IRS to actually come up with the rules governing the Act. The IRS is taking public comments through March 18. The final rules will be implemented sometime after that , but no one is sure exactly when. The Act itself takes effect on January 1, 2014.

*On the morning of February 28*, Barb Dayton, Steve Brody and several other adjuncts met with Tom Hamel to provide the administration with feedback from the adjuncts. Tom Hamel stated that the administration was “floating the idea” of the 21.5 LHE limit – that it was one of several “possible

scenarios.” He spoke of the need for Oakton to be “fiscally responsible” to the taxpayers, and promised to meet again with the AFA .

*On Friday, March 8*, the Illinois Council of Community Colleges, of which OCC President Peg Lee is president, is having its monthly meeting in Lombard. Normally, just the presidents of the various community colleges throughout the state attend; however, at this meeting college human resource directors, treasurers, and lawyers will be in attendance. Adjuncts and supporters will be demonstrating outside this meeting . Please attend!! It is at the Westin Hotel, 70 Yorktown Center, Lombard, from 9:30 – 12. Need a ride?

***Let the Union Know if***

- you had already been assigned summer classes which were subsequently taken back,
- you have consistently taught summer classes and have not been offered any.

***Your Feedback Needed!***

All of you found an orange adjunct faculty survey form in your mailboxes. Our contract is up August 15 of this year. Your negotiators need to know what you want in a new contract. You ARE the union, but if you don't tell anyone what exactly you

want, the people who work for YOU won't know what to negotiate for. Read the contract we have – it is on the AFA website. Read the survey thoughtfully and let your representatives know what your priorities are.

***Please add***

[oaktonafa@gmail.com](mailto:oaktonafa@gmail.com) as a new contact to your e-mail address book so that important AFA e-mails don't end up in your spam folder.

If you are not receiving our e-mails and would like to be added to the AFA mailing list, please e-mail [oaktonafa@gmail.com](mailto:oaktonafa@gmail.com). In the subject line of the e-mail, write “add me to the e-mail list.”

***Spring Membership Dinner***

Our Spring membership dinner is around the corner. This year we will meet for dinner at **5:00p.m. on Sunday, April 7**. Because a facility larger than Riggio's is needed to accommodate an expected larger crowd, dinner will be at [Fairway Banquets at 6676 W. Howard in Niles](#) in the Howard Leisure Community Center between Waukegan and Caldwell.