



# Adjunct News

## March 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).

## Spring Membership Dinner

### Election of AFA Board

5 p.m. Sunday March 30

Mark your calendars now! AFA's Spring membership meeting/dinner will be at 5:00 on Sunday, March 30, at Fairway Banquets, 6676 Howard St. in Niles. This meeting is also our opportunity to *elect AFA union board officers*. According to our AFA constitution, the positions of president, vice president, treasurer and secretary are elected positions; voting will be held at this meeting.

Interested in running for one of these positions? Submit your name to John Spaletto in Division 4, at [Spaletto@oakton.edu](mailto:Spaletto@oakton.edu). The deadline for submitting your name is Saturday, March 15.

The featured speaker at our meeting is Jason Long, NEA/IEA representative, who will discuss the benefits of union membership that are available at various merchants and service providers and how these benefits can be taken advantage of.

RSVP for the dinner meeting by Thursday, March 30, by typing your name and "Yes" in the subject line of an email to [oaktonafa@oakton.edu](mailto:oaktonafa@oakton.edu). The dinner is free to AFA members; there is a \$25 charge for a guest.

### *Victory for AFA*

As a result of the AFA bringing adjunct concerns to the administration, adjuncts and part-timers will now be paid for attendance at the departmental meetings held during orientation week of Fall and Spring semesters. Reimbursement will be at .022 LHE's per hour. Faculty must still submit a Multiple Positions / Additional Part Time Hours Authorization form to be reimbursed for any mandatory Department Orientation meeting they attended.

Affiliated Adjuncts and Adjuncts and Part-time faculty who have opted for the "package meeting option" are not included.

### ***Good Reading by IEA President, Cinda Klickna***

#### ***Let us introduce.....***

Jaleh Sherbini has been hard at work as vice president and grievance chair of AFA since the beginning of fall semester. This is her story:

My name is Jaleh Sherbini and I am an adjunct professor of Political Science. My main objective for serving on the Adjunct Faculty Union as VP and Grievance Chair is my sincere desire to facilitate assistance and be an advocate for my fellow adjuncts in their concerns and issues. For the past eight years I have had the opportunity of not only teaching at Oakton, but also working with a number of senior-level administrators, deans and chairs, as well as collaborating with academic departments on a number of projects. This in turn has provided me with a plethora of experiences that I intend to utilize in addressing adjunct faculty concerns, and making sure that our voices and perspectives are always front and center at Oakton.

Pioneer Press published a great article on March 6 by Cinda Klickna, president of IEA, our state umbrella union. The article addresses the misinformation that is communicated about Illinois public education employees and the organization they belong to. Read the article by googling *The Real Union "Bosses."*



#### ***Affiliate Hiring Schedule***

If you applied for one of the 58 Affiliate positions, interviews are being conducted through March 15. Deans will forward the names of faculty selected for affiliate positions to the Vice President for Academic Affairs by March 22, and commitment letters will be sent out to those chosen by March 31

#### ***IRS Rules Clarified***

**According to a Feb. 11, 2014 article in *Inside Higher Ed* by Doug Lederman**, the IRS has finally ruled on how colleges should calculate the hours of adjunct instructors. If you remember, this issue came up regarding the new health care law, mandating that employers provide health insurance to those who work more than 30 hours a week. In sum, according to the IRS, adjuncts should be credited with 2.25 hours for each hour that they teach; in other words - instructors can be credited for "1 ¼ hours of preparation time for each hour spent in the classroom" and should "should be credited for any time they spend in office hours or other required meeting time." Read more by googling *Inside Higher Ed*.