



Adjunct News

April 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).

Spring Membership Dinner

This spring's membership meeting and dinner is on Sunday, April 7, at 5 p.m. at Fairway Banquets.

As a large turnout is expected, we will meet at Fairway Banquets, which is in the Howard Leisure Community Center, part of the Howard Street Inn Restaurant at 6700 W. Howard in Niles. It's located on the north side of Howard between Waukegan and Caldwell.

Please RSVP to cbrown@oakton.edu. We will be discussing our adjunct contract negotiations. As usual, dinner is free to all AFA members. Not yet a member? Come and join us at this *free* dinner and meeting and sign up there. To ensure that important AFA e-mails do not end up lost in your spam, be sure to add oaktonafa@gmail.com to your e-mail address. All AFA members should have received the invitation to the spring dinner and meeting in their e-mail. Make sure that you get your important announcements!

Your Feedback Needed!

Each of you found an orange adjunct faculty survey form in your mailbox. Contract negotiations are starting very soon as our current contract expires on August 15. Your negotiators need your input. Read our present contract on the AFA website; compare it to the full-time faculty contract (google Oakton full-time faculty contract). What would you like to see changed in or added to ours? What particular concerns do you have? Let your negotiators know! Fill out the survey and return it to Keith Johnson as soon as possible so that *your* issues are known.

Good News from Columbia College

Adjuncts at Columbia College in downtown Chicago have been working without a contract for sometime and have experienced numerous problems. The Part-time Faculty Association at Columbia College took their complaints to the National Labor Relations Board, which has just issued a decision in favor of the Part-time Faculty Association

there. The ruling states that the college “has engaged in overall bad faith bargaining and violated federal labor law protecting union president Diana Vallera’s union activities,” and “must compensate some part-time instructors for the wages they lost when the college reduced their workloads without the union’s consent.” Check out the March 22 edition of the *Chronicle of Higher Education* for the full story. Congratulations, Columbia colleagues!

What’s Been Going On?

On March 22, the ICCB (Illinois Community College Board) met at Oakton’s Des Plaines campus. A dozen adjunct faculty from community colleges in our area attended, and representatives from Oakton, Harper, and Moraine Valley Community Colleges spoke to the gathering.

On March 19, a number of Oakton adjuncts attended the monthly meeting of the OCC Board of Trustees. Five adjuncts and two chairs spoke, highlighting the harm that would be done to both students and the college if adjuncts were not allowed to continue their current level of teaching and committee work as a result of Oakton’s current response to the Affordable Care Act. Board Chair Wadhwa and President Lee assured the audience that this would not happen and that something would be worked out in the upcoming negotiations between the AFA union and the college.

On March 8, about 40 adjuncts, including twelve from Oakton and representing nine area colleges, rallied at the Illinois Community College Presidents’ meeting in Lombard.



The adjunct representative of the northern area of IEA (Illinois Education Association, the state union of which AFA is a part), who represents us on the IEA Board, was there. A fellow adjunct from Roosevelt University, she gave the gathering a short presentation about the effects the Affordable Care Act might have on adjuncts. WBEZ aired a story about the rally and our issues.

Change in SURS

Thinking of retiring soon? A new law, SURS Return to Work (Public Act 97-0968), will take effect this August 1. It creates a new funding mechanism for the state of Illinois aimed at SURS-covered employers that employ a SURS “affected annuitant” under certain conditions.

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):

- works more than 18 paid weeks after August 1, 2013. This condition is cumulative and not particular to any one academic year.
- 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.
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Therefore, when a SURS-covered employer (i.e. Oakton) 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 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.

(google Public Act 97-0968-Return to Work Analysis for more details)