

May 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.)

The IRS and the Affordable Care Act

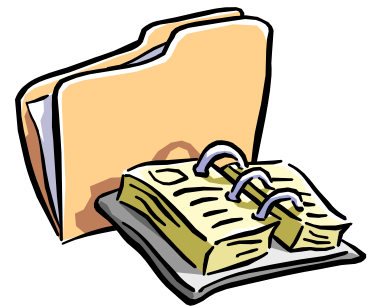
More than 500 comments regarding the Affordable Care Act were submitted on-line to the IRS by the March 18 deadline. In addition, a public comment session held in Washington on April 23. Twenty-one persons, mostly representatives of labor organizations, including the American Council in Education, the National Education Association (our "parent" union), and the American Federation of Teachers, testified at the hearing about the needs of adjuncts. Although the IRS has stated that "further guidance may be provided" as to just how to translate the hours that adjuncts work into a quantifiable number, the IRS has not stated if and when this will happen. In the meantime, as we have experienced here at OCC, colleges are trying on their own to figure this out.

What is Going on Now

Our current contract with the college expires on August 11, 2013. Hours and coverage under the Affordable Care Act are high on most of our minds. This topic is currently being discussed during negotiations going on now between our union negotiating team and the administration. Do you have

concerns you would like to share or ideas that you would like to contribute? Feel free to contact our negotiators via e-mail at besbus221@comcast.net.

Remember that negotiations come from strength rather than weakness. Being an adjunct is intended to be a part-time job. If you are one of the many adjuncts who are locked into a number of part-time positions to stitch together a full-time job, this should be a clear indicator of the situation in higher education. Consider your options carefully.



If you do not have your courses for fall assigned yet, please let the negotiating team know and how this affects your life.

What Neighboring Community Colleges are Doing

Harper's administration is trying to come up with answers defining full-time work. Triton has agreed to wait regarding any possible implementation of the

restriction of hours. Joliet initially tried to limit summer hours to 6, but has backed off that limit. The City Colleges of Chicago are still assessing the situation.

Update on SURS Return to Work Restrictions

Last month SURS restrictions on returning to work were mentioned in this newsletter. In response to complaints, State Senator Daniel Biss, co-sponsor of the bill, wrote in an e-mail that how the bill might affect retiring adjuncts had not been considered. "We're working on SB 1687 now to make changes to the law," he wrote, in response to an inquiry, "and will take this (effect) under consideration."

Illinois Educational Association Annual Assembly

Oakton AFA sent four delegates, Cathy Willis, Bev Stanis, Cindy DelMedico, and Barbara Dayton, to the Illinois Education Association's annual Representative Assembly in Chicago, held April 18 -20. The most significant piece of business with regard to adjunct faculty was a Legislative Platform Amendment and a New Business Item regarding the Affordable Care Act. In the Amendment, the Representative Assembly voted to oppose any reduction in the number of hours worked by adjuncts made by educational institutions to avoid paying benefits mandated by the Affordable Care Act. The intent of the New Business Item was similar in that it authorized the

leadership and the Executive Directive to identify the potential effects on hours, wages, and benefits of the Affordable Care Act, to work with the NEA (National Education Association) to minimize any negative consequences, and to help members understand and access possible health care benefits. We appreciate the support given to us by our fellow members, the majority of whom are K-12 teachers.

Looking for More Work?

Please check Oakton's website on a weekly basis for all job postings. Do not rely on the good will of your supervisors to alert you to possible employment opportunities in your field.

Take a Class

You have a tuition waiver benefit that allows you or an immediate family member who lives with you to take a class at OCC for free. Tuition will be waived for up to four classes per academic year. How do you use it? Register for your class; get the bill. Under the Human Resources channel of MyOakton, find the Tuition Waiver Form under "benefits/educational forms." Submit this completed form along with the bill to Human Resources.

With the end of spring term nearly upon us, many of us will not be on campus regularly. Keep abreast of news in the AFA newsletter by visiting the AFA site,

www.oaktonafa.org.

Barry Dayton has posted each month's newsletter on the site, as well as a host of other information.



April's Membership Meeting

A record number of members - over 80 - attended last month's membership dinner at Fairway Banquets in Niles. The ample space allowed everyone to hear and circulate among tables.