

# Oakton AFA News

Welcome back! We hope you had a good summer.

Oakton Adjunct Faculty Association NEA/IEA  
AFA Website: [www.oaktonafa.org](http://www.oaktonafa.org)  
Office: Room 2470 on the Des Plaines Campus, extension 2193

### Special points of interest:

- > Membership dinner on October 10th
- > Opportunities for service coming—volunteer!
- > Watch pension issues as state elections are coming quickly



## Membership Meeting

Because the last few biannual meetings have worked out so well, we will be returning to Riggio's, at Oakton and Milwaukee for this semester's membership meeting. It will be held on Sunday at 4:30. (Again, we checked the Bears schedule—no game. We can still hope for a White Sox play-off game that day. Cub fans have already scheduled other things for October.)

Please save that date for an

opportunity to socialize with each other, to hear what the union is working on, and to give feedback on issues that arise.

We will request an RSVP, but instructions for that will be on a separate flyer which will be in your mailbox soon.

As in years past, members eat free, and guests will be charged \$20.

## Share Your Work

Have any of you had a book published recently which you would like to share with your colleagues? The AFA is considering sponsoring an event for this purpose, inviting the whole school, all faculty, administrators and the board. We envision refreshments, short readings or introductions of the works and time to socialize. Please contact Chet Kulis in division 4 if you would be

## The Representative Assembly and College Committee Work

We need members to volunteer to represent our membership in many ways. We often are asked to recommend people for college-wide committees (some of this work is paid!) Also, we send representatives to state and national level meetings of the IEA and NEA. Last year, President Barbara Dayton and Treasurer Cheryl Wollin were your representatives to the NEA Representative assembly in New Orleans. This year, it will be held in Chicago. We are looking for adjuncts who wish to serve on college and union committees such as this. Please contact a union officer or drop by the union office on Thursday afternoons.

## For New Adjunct Faculty

By way of Introduction, allow us to introduce ourselves. We are your union. Oakton's Adjunct Faculty Association is one of the oldest adjunct unions in the state, having led the way in gaining progressively better pay and fairer contracts for our traditionally disenfranchised group. In fact, Oakton's adjuncts are among the best compensated adjuncts in any of Illinois' community colleges. However, we know this does not at all suggest we are

working in a utopia. We continue to try to build a working relationship with the administration to continue serving our students and improve our working conditions here.

We are a local of the statewide IEA and nationwide NEA unions. Annually, we send representatives to both state and national-level meetings.

All adjuncts who teach 6 hours in at least one of every three semesters will have fair share deducted (\$85 per semester). Adjuncts who fit that description are encouraged to join the local for an additional \$10.

The conclusion of this is that it only costs \$10 to become a member. New members even get a tote-bag! Contact the union office to join! Our membership committee will also attempt to contact all new faculty.

## Union Accomplishments

### Paycheck change

Last year, many of us struggled financially at the beginning of semesters because the first paychecks came a month into the semester. The union leadership pursued this issue and the result is that this semester the administration has made the first paycheck date Sept. 3rd. Do note, per the email we all received, there will be nine instead of the usual eight checks this period. Late start classes will be paid after their starting dates.

### Grievance

One of the features of our contract is a grievance procedure. While our grievance chairperson handles several cases a year, a notable win occurred this summer when an adjunct faculty member was dismissed in the middle of the term based on a student com-

plaint. He contacted the union and was advised of his rights to have a hearing with union representation present. After a process, it was determined that the student's claims could not be substantiated and the member was reinstated with full pay. We encourage all members to read the contract carefully.

### Dues

Although both NEA and IEA dues went up this year, Oakton adjuncts will continue to pay the same amount as last year. In an effort to keep dues affordable, the local AFA will absorb the difference between the old and new amounts.

### Master Planning

The AFA is represented on the College's Master Planning committee. Beverly Stanis reports that there are three primary projects being discussed. One is a

new enrollment center in Des Plaines, another is a student life center, and finally on the table is the construction of a science wing.

### Faculty Seminars

In response to the recession, Oakton discontinued the practice of offering paid faculty training seminars, a very popular benefit, especially in light of contractual requirements for currency in our fields. As of the end of the Spring 2010 semester, we were informed one seminar would be offered this Fall, paid at a rate of one LHE according to the full-time faculty contract (\$720). There will be heightened expectations to show connection to our teaching. Watch your mailboxes for information coming from Oakton's Center for Professional Development.

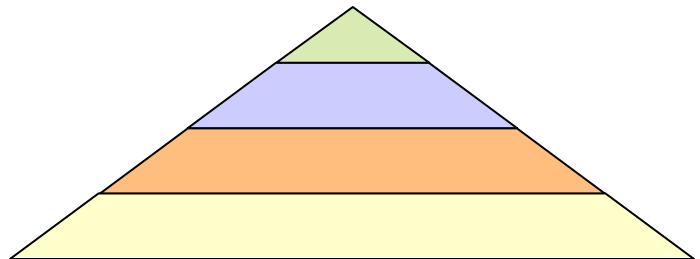
## Strength in Numbers

While the numbers for this semester won't be in for a couple months, we can say our union has around 300 members of our local. (One of our goals this semester is to surpass the 300 mark!)

To understand this, consider that Oakton usually employs around 600 adjuncts. Many of that 600 aren't in the union because they teach less than six credit hours, but we try to keep their interests in mind continually. Another number to consider is that Oakton has around 150 full-time faculty members.

A Union's strength is in numbers. We are strong now;

let's keep growing stronger.



## AFA Office Hours

Vice President Olivia Cronk will be staffing the union's office on Thursdays, from 3 to 6 pm this semester. The office is room 2470 on the Des Plaines campus and can be reached at 847/635-2193. It also has voice mail if you would like to leave messages at other times. Stop by for membership forms, to volunteer to help your association, or to contact your union officers.

## AFA Website

You might want to bookmark our union website, [www.oaktonafa.org](http://www.oaktonafa.org). On it, you will find news, copies of the past contract, and a copy of the contract we are currently working under. There are also useful links to other college faculty associations and state and other local unions. If you lose the address, it will always be in the newsletter's masthead.