

# Adjunct Faculty Association

**September 2012**

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*Division 4*

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### **What is the AFA?**

The AFA, Adjunct Faculty Association, is your union. It protects and fights for the rights of all adjuncts covered under bargaining agreement between the college and the AFA (anyone who teaches at least six LHE's in any one of three semesters).

### **Thank Your Union!**

Welcome back to the new school year! Did you notice that your salary went up in your last pay check. Thank your union!

Do you teach English composition? Did you know that beginning this term, each lecture hour for writing classes is 1.25 LHE – 25% higher than the norm for a class (and higher than last year's 1.2 LHE)? And that if you choose to go to a department meeting, you will be paid \$24 an hour (up from \$22 an hour last year)? New faculty members - did you know that you were paid \$35 an hour for the required new faculty orientation?

Every adjunct faculty member benefits from the contract that our union negotiators have won for us. If you are not a member, you are still paying a "fair share" of \$94 per semester. Why not join your colleagues who are members of the AFA union – chip in the extra \$ 15 and know that you are part of the team responsible for these benefits.

Besides feeling good, there is another important reason to formally join the union. The

higher the membership is among adjuncts, the better position the union is in when negotiations begin this coming year with the administration. Think of it - if 10% - or 80% - of your class asked for extra homework, who would you listen to (after you recovered from the shock)? The more members the union has, the more attention will be paid to us at the negotiating table. Please join.

To join, submit 2 forms, the IEA/NEA form and the Oakton payroll deduction form. Contact Cheryl Brown or download and print the forms from our website [www.oaktonafa.org](http://www.oaktonafa.org).

### **Union Dues**

Ever wonder where your dues go? Oakton's AFA is supported with resources and know-how in contract negotiations by IEA (Illinois Education Association) and NEA (National Education Association). We in turn financially support them. 76% of your dues (\$76.72) goes to IEA/NEA, 14% (\$13.76) goes to IPACE (Illinois Political Action Committee for Education – the political arm of IEA, which exists to elect individuals to the Illinois General Assembly or statewide offices who will make a difference for quality education ), and the remaining 10% (\$9.52) goes to our own local Oakton union.

Members may request a rebate of the \$30 IPACE fee . Request for an IPACE Rebate Form from IEA Government Relations, 100 E.

Edward St., Springfield, Il. 62704.  
As soon as it is received, complete it and mail it to the above address before December 31, 2012.

### **Fall AFA Dinner**

Mark your calendars! All adjunct faculty union members are invited to the Fall semester AFA dinner at Riggio's restaurant (corner of Oakton and Milwaukee). Come for good pizza and great conversation at 4:40 on Sunday, September 30. This dinner is a great way to meet other adjuncts in other departments. Tom Hamel (Vice president for Academic Affairs), Nancy Prendergast (Assistant Vice President) and our Association Vice President will respond to previously submitted questions. Got a question? E-mail to [bdayton@oakton.edu](mailto:bdayton@oakton.edu). Pizza and soft drinks are free; you may order your own extras.

Friends/significant others who might accompany you pay \$20.

Invitations will be in your mailboxes and e-mail; please rsvp promptly.

You may pick up pre-ordered copies the AFA history; additional copies will be available for purchase at \$5 each.

### **Adjunct Faculty Directory**

Each year a new AFA directory is printed for all adjunct faculty. To have your name included, you need to fill out a form to David Arieti at RHC or John Bishop in Division 3 DP.

### **Negotiations coming up**

Negotiations for the new adjunct faculty contract begin next year. This is your union. Your negotiators will be working to get the best possible contract for you. Do you have thoughts or suggestions about what should be included in the new contract? Share your comments and suggestions before November 1 with Bev Stanis, chair of the negotiating committee at [besbus@comcast.net](mailto:besbus@comcast.net).



### **Continued Eligibility**

If you are up for "continued eligibility" (eligibility to continue teaching at Oakton), pay attention to any e-mail announcements or reminders. Once every 10 semesters, we are requested to submit a report on our professional development activity to our dean and to our chairs. We recommend that you discuss what is acceptable professional development with your chair. Send copies of everything to Nancy Prendergast, the Chairperson of your division, head of your department, and your dean.

### **Congratulations**

Hearty congratulations to Shelly Cohen from Division 4, who was awarded the Ray Hartstein Adjunct faculty of the year last month.

### **Sabbaticals?**

In the March 2012 issue of NEA's publication, the Higher Education Advocate, Judy Olsen, English teacher at California State University Los Angeles, questions why adjuncts as well as full-time faculty shouldn't receive sabbaticals. Just as soil needs to rest and be replenished before it produces fruit again, teachers need to be replenished after being drained of their creative and intellectual nutrients. Since adjuncts make up the majority of teachers at most colleges, and thus have most contact with students, sabbatical leaves will create a widespread benefit, making faculty members better teachers and enhancing student learning.

### **Other Unions, Other News**

Adjuncts at Columbia College in downtown Chicago scored a victory this summer. The National Labor Relations Board found that federal law had been violated by the college by not providing information and not bargaining with the union. As a result, 18 teachers will be granted back-pay. The college is appealing.