

## September 2014

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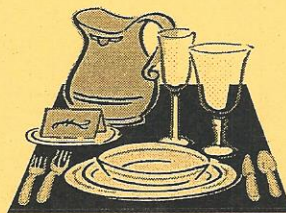
### *The AFA*

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).

## *Fall Membership Meeting*

*Sunday September 28*

Join your colleagues at 5 p.m. Sunday September 28. We'll be meeting again at Fairway Banquets on Howard in Niles in a spacious room overlooking the gold course. Never attended? Afraid you won't know anyone? We guarantee that you will – and perhaps you'll meet someone new! Entertainment will be provided by Oakton's own Improv Players, OMG, led by Second City Conservatory graduate David Nadolski. You are welcome to bring a friend for \$20, the cost of dinner. Dinner – free for members of AFA – includes salad, chicken francaise, pasta, and dessert.



### *Got a Grievance?*

If you have a grievance and wish to contact the Grievance Chair, please do so directly. This will save time in resolving the issue. Email Jaleh Sherbini directly at [jsherbin@oakton.edu](mailto:jsherbin@oakton.edu).

### *City College Sues over Age Discrimination*

A federal lawsuit against the City Colleges of Chicago was filed by the Equal Employment Opportunity Commission recently, according to the Sun Times July 31, 2014 issue. English teacher Nancy Sullivan, age 66, had been an adjunct at Harold Washington for five years when three full-time openings were posted in the English Department in September 2011. The jobs went to applicants who were both younger and less experienced. EEOC District Director John Roe stated that "she looked like a perfect fit for the job, yet was passed over." A pre-litigation settlement through a conciliation process was tried and failed, resulting in the lawsuit. This is not new. The EEOC sued San Francisco State in 2008 in a similar situation, and two years earlier, sued Wilbur Wright College, accusing it of "hiring that discriminated against older applicants" according to an essay on age discrimination in the August 13 2014 issue of Inside HigherEd.