

## December 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).

## **UPDATE to YOU'RE FIRED!**

### **November Activities**

- Notification to union members: *You're Fired* flyer
- Response to administration letter from Barb Dayton on website
- 30 – 40 members present at November Board meeting; pins distributed, 12 speakers
- Letter to Board Chair requesting information on affected annuitants
- Letter to President Lee reinforcing speakers' concerns and requesting information
- Outreach efforts to emeriti to increase awareness about age discrimination and retirement by Linda Berendsen
- Filing of Level 2 Grievances by annuitants
- Meeting with IEA leadership for overall plan of action
- Numerous newspaper articles regarding OCC decision

### **December Plan**

- Contacted OCCURRENCE to attend Board meeting
- Exploring the filing of an Unfair Labor Practice Suit by IEA
- Organizing speakers for December Board meeting
- Provide update to membership
- Contact Board members

### **Your Plan of Action!**

*This is your chance to stand up and be counted!*

**Come to Board meeting December 9  
7:30 p.m. in Board room – come early to earn  
seat in room with Board!**

## FAQ's

### **1. What has occurred at Oakton contributing to the current situation?**

SURS is an established "qualified" state retirement plan which means that when one retires and receives a SURS annuity, one receives a reduced social security amount.

Changes to the SURS plan were made by the legislature headed by Michael Madigan and signed into law by Governor Quinn, resulting in changes for newer annuitants who will be placed in an alternative plan from the one many participants see today. Older annuitants may find that the annuity from SURS is significantly less than the one they agreed to many years ago when they joined the plan. The plan still allowed for annuitants to be rehired in the public sector.

Biss Bill passed in 2012.

Oakton policy change in Fall 2014.

### **2. What is the Biss Bill?**

In a nutshell, this bill was designed to limit earnings made post-retirement by SURS annuitants. Generally, annuitants can earn 40% of their highest income as determined by SURS.

(for more information , google: Biss Bill)

### **3. What specifically happened at Oakton to contribute to the current policy change?**

In Fall 2014, three annuitants became "affected" annuitants when they exceeded their retirement earnings as identified through the Biss bill and SURS. Oakton has incurred a fine of over six figures, thus leading to the President Council's decision to not re-hire any SURS annuitant. This does not negate Oakton's responsibility or the annuitants' responsibility.

***For future updates and information, go to the AFA.org, your union's website!***