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Grievance Chair,
Division 4

Cindy DelMedico, Treasurer,
Division 4

Donna Ryan, Secretary,
Division 4

Jackie McNeilly, Editor,
Division 2

AFA Office

John Bishop, Manager
Division 3

Room 2470 DP
Mondays 2-3 pm
Fridays 1-3 pm
Voice Mail at: (847) 635-2193
Email: info@oaktonafa.org
Visit our web site:
www.oaktonafa.org



Cheryl Brown poses with Peg Lee, Oakton President and Eric Staley, member of the board of trustees.

Cheryl Brown was honored for her 25 years of teaching at Oakton Community College at the Employee and Recognition Dinner held at Cafe La Cave in Des Plaines. Cheryl holds an Illinois teaching certificate for grades 6-12 and has a masters degree in Business Administration.

Cheryl taught her first class at Oakton, Wang Word Processing, in Fall of 1983. She also taught Certified Professional Secretary courses. Students used 8" floppy disks and scrambled for computer lab time in those days. In her years at Oakton, she has taught: Word Perfect, Word, PowerPoint, Keyboarding and Intro to Business and developed the Online versions of Keyboarding and Intro to Business. She said, "It is so exciting to watch new computer users begin the class with little or no skills and emerge about half way through with a realization that they are "getting it"."

As the school advanced, so did Cheryl. She has taken Faculty Development full semester classes and Faculty and staff development workshops.

As membership chair for the Adjunct Faculty Association, Cheryl has worked tirelessly to build

our membership. She serves on the Faculty Development Committee and Food Service Committee.

Cheryl is the recipient of the prestigious Oakton Life Long Learner Award. Kudos to you Cheryl.

Pensions and SB 512

An Illinois House committee approved Senate Bill 512, a proposal that would cut pension benefits for active (tier one) public employees in Illinois, allowing a measure to be considered by the full House. There is much anxiety about the State Pension System. The following is an attempt to educate you on the effects of SB 512.

"Highlights" of the revised SB 512:

- The amendment increases the contribution rates for those in SURS to 15.31% of salary during the same period (currently, 8% of salary). The final increase in contributions for SURS would put the member's contribution at 17.31% of salary beginning in July 1, 2016. It is understood that after the first three years of the contribution increase, that the recalculation, as required by the amendment, will force member's contributions up to the maximum increase of 2% whether they are in SURS or not.
- The amendment changes the timeline for election and when it would apply to current member benefits. All benefits earned after July 1, 2013 would be impacted by either the new Tier 1 contribution level, participation in Tier 2 or participation in the DC plan.
- The increase in employee contribution cannot be used for the purpose of calculating the money purchase plan under the act. This is a clear decrease in an existing benefit.
- In school districts where the employee contribution is currently being paid by the employer the additional contribution required under the legislation would have to be renegotiated. This changes the terms of existing contracts. This is a new provision of the legislation.

We encourage you to contact your legislator

with your concerns. The State did not fund their liability for decades and now seeks to solve that problem by taxing the residents to balance the pension of adjuncts who are already mistreated by the pension system?

Updates in Brief and Links

Columbia College, in downtown Chicago, has part-timers who teach 75% of the classes and they have a union of 780 members. They have been in contract negotiations with the Administration since Jan. 2010.

Recently the Union filed two unfair labor practices against the college with the National Labor Relations Board which are scheduled to be heard in February 2012.

The first ULP' filed Sept 30, 2011 involves complaints about the college's process for assigning classes which the Union says "unfairly favors new hires over experienced part-timers with positive student evaluations."

The ULP filed Oct 20, 2011 has to do with a specific part-timer being denied access to his department meeting after having taken notes at a previous meeting and disseminating them to union members.

For more information, go to:
http://inthesetimes.com/working/entry/12229/columbia_college_chicago_adjuncts_vs_administration/

Southern Illinois University at Carbondale removed comments from its Facebook page about the strike by faculty members at the institution after a number of comments were posted that urged officials to settle the strike or that expressed sympathy with the faculty members. Rod Sievers, a spokesman for the university, said they were removed because some of the comments were vile and profane with personal attacks.

For more information, go to:
<http://www.insidehighered.com/quick-takes/2011/11/07/southern-illinois-u-criticized-removing-facebook-comments>

Ohioans voted to repeal a republican backed law that restricted collective bargaining for public workers. The law was pushed by Gov. John Kasich to curb union power.

For more information, go to:
http://www.washingtonpost.com/blogs/the-fix/post/issue-2-falls-ohio-collective-bargaining-law-repealed/2011/11/08/gIQAy-ZOU3M_blog.html?wpisrc=al_politics

Saint Xavier University

A Teach-In, designed to support unionization efforts of adjunct professors at Saint Xavier University, took place on Wed., Nov. 16. Adjunct professors make up almost 60% of SXU's faculty and teach 60% of the courses and make approximately \$2300 for a 3 hour course. Teach-ins have a tradition of resistance—of not merely settling.

For more information, go to:
<http://www.thexavierite.com/news/aaup-to-host-adjunct-teach-in-1.2690534#.Tr8VI2D5mSs>

AFA History . . .by Barabra Valally

- In 1987, a federal mediator was called in to settle the negotiations for the second contract between the AFA and the OCC Board. The resulting three-year contract resulted in an across-the-board raise based on LHEs (Lecture Hour Equivalent).
- The negotiations for the AFA's third contract (1990-93) resulted in a 10% pay hike for all 487 part-time teachers, even though the AFA's membership consisted of only 150 teachers (those faculty members teaching six hours or more).
- Part-time teachers at Oakton were not part of any retirement program until 1991. In that year, due to a Federal mandate, the Oakton administration opted for adjuncts to be covered by SURS rather than Social Security. Under SURS, the State of Illinois would pay the employer's contribution, not Oakton Community College.
- In 1996, over 50% of all classes at Oakton Community College were taught by part-time faculty members.

From the Grievance Chair, Beverly Stanis

Everyone wants to be respected. To be the recipient of respect takes hard work and remembering to respect others. The verb 'respect' is defined as: "to feel or show deferential regard for; esteem, to avoid violation of or interference with, to relate or refer to; concern."

As adjuncts we need to respect:

Our History:

Do you know and refer to, or show concern for the past efforts of the union to protect adjuncts?

Our Contract:

Adjuncts often ask me to protect their contract rights when they are the victim of the administration's failure to follow the contract. Many adjuncts have little or no knowledge of what our contract states. The administration will more likely respect our contractual rights, if we respect our contractual obligations.

Become familiar with the terms of our contract. It is available on **MyOakton** and on the **AFA website**. The contract is available in paper form from the AFA office and from Human Resources.

Read your contract. Know your responsibilities. Learn your rights

Our Future:

The future of the union is in the hands of its members. Our current contract runs through the 2012-2013 academic year. This means that in one short year, the AFA will be negotiating a new contract. If you have any ideas, questions, comments for the new contract, please send these to me at any time.

Contact Beverly Stanis at bstanis@oakton.edu

**Visit Our Website:
www.oaktonafa.org
for more information**