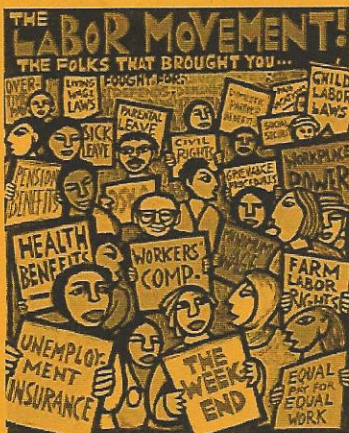


February 2015

Barbara Dayton, President
Jaleh Sherbini, Vice President
Cindy DelMedico, Treasurer
Donna Ryan, Secretary
Cheryl Thayer,
Grievance Chair
Ofc Hrs: Mon. & Wed. 11-2
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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.



Spring AFA Membership Meeting March 29 at 4:30

The spring semester AFA membership meeting will be held at 4:30 Sunday, March 29. New location: North Branch Pizza at 4520 W. Lake in Glenview at the corner of Lake and Milwaukee. Our speaker will be Camille Grant, from IEA, who will be there to answer all of your questions regarding the current situation with annuitants at Oakton. Get your questions answered, commiserate with colleagues, eat pizza and buy yourself a drink – you will be in and out in 2 hours sharp.

Interested in Becoming an Affiliate? Act Soon!

According to the AFA contract, the distribution of affiliates is not set in stone but is based on department need. Therefore, the persons who fill the affiliate positions will not be identical year to year. Applicants for one of these affiliate positions (for the 2015-16 school year) must have taught in excess of 6 semesters at the College. Existing affiliates also need to reapply. This is the time frame for application and selection:

Feb. 1 – Affiliate positions

are posted on-line on the HR site on Banner.

Feb. 15 –Application deadline.

By March 15 – Interviews.

By March 22 – Deans will forward the names of faculty selected for affiliate positions to the VP for Academic Affairs, Tom Hamel.

By March 31 – Commitment letters will be sent out to those chosen.

Please note that these positions are for one year. Affiliates are obligated to teach between 27.1 and 33 LHE's during an academic year, as stated in our contract, and have an option to enroll in health insurance subsidized by Oakton.

That Last Board Meeting- What Happened?

Twenty-five faculty members came to the January Board of Trustees meeting in support of the annuitants, who as of this printing, will still be out of a job on July 1. Unlike previous meetings, faculty were not introduced, so it was not evident to Board members how many had come.

Barry Dayton presented a brief power point summarizing the facts behind the decision to not rehire annuitants, facts that the union had uncovered.

The fine leveled on Oakton by SURS was the result, as many have surmised, of a simple error in reporting information to SURS, an error which was not noticed in time to forestall any fines.

Where was the confusion? There has been a law limiting the amount an annuitant can earn upon returning to work at a SURS institution. In addition to that existing law, the "Biss" law, effective August 1, 2013, placed new restrictions on how much a retiree returning to work can earn. In most cases, this law mandated an amount that an annuitant could earn that was *lower* than the amount prescribed by the existent law. In other words, the previous law (still on the books) prescribed one earnings limit, while the new Biss law prescribed a lower limit.

According to the Biss law, annuitants who have returned to teach are limited to earning no more than 40% of their highest earnings in an academic year prior to retiring. All annuitants were informed of their individual limits in a letter from HR.

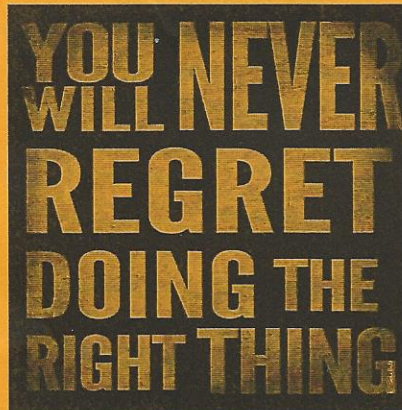
According to the older law, the employees themselves paid a penalty; under the Biss law, the institution is responsible.

In October, 2013, the head of HR sent a memo to "Managers, Supervisors, and Administrators" detailing both of these earnings limitations of staff and faculty annuitants.

However, in January of this

year, *another updated* list was sent out by HR, unfortunately listing only the old (higher) earning limit, not the new lower "Biss" limit.

Is there one of us who hasn't made an error with numbers and lists and dates? This error may explain part of the fine, but not all. Information received by AFA after Dayton's presentation suggests that possibly no one checked some of the annuitants. In any case, Peg Lee has admitted in an interview with the *Daily-Herald* that Oakton failed to file the required report to SURS, so that the fines were doubled. In any case, is the solution to fire 50 innocent annuitants?



***Please Attend the
Next Board of
Trustees Meeting***

Tuesday Feb. 17 7:30

The Board still needs to see that we care about the fate of our annuitants and their students. Your physical presence in front of the Board is one of the best ways to register your protest. Local media has also been

present at these meetings and notices. If possible, come early (7:15) to get a seat up front and center. The administration has been sending the overflow crowd to another room, out of sight.

***Re-election of Delegates
to IEA Convention***

Due to complaints lodged by two members, the election of delegates to attend the April Illinois Education Association Representative Assembly will be redone. Further information will be forthcoming.

***Election of Delegates to Attend
NEA Convention in July***

The National Education Association's annual Representative Assembly (NEA-R.A.) is being held in Orlando, Florida, July 1 – 6. At the Assembly, strategic plans and budget are adopted, resolutions passed, and the legislative program and other policies are discussed. Each union sends two delegates. If you would like to nominate yourself or a colleague (who is able and willing to go) to attend as a delegate from Oakton, contact Donna Ryan (dryan@oakton.edu) for the form to fill out. The form must be received by the Skokie IEA office by Feb. 17, 2015. The election itself will be held on Tuesday, March 10, 2015.

Check the AFA Website

Check the website (www.oaktonafa.org) to see our contract, read articles on the annuitant situation from the print and on-line media, and get answers to common questions.