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# AFA NEWSLETTER

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OCC Adjunct Faculty Association IEA/NEA

<http://www.oaktonafa.org>

Office Room # 2470 - Ext. 2193 Thurs 1 – 3 p.m.

DATE: August 25, 2008

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## AFA MEANS HIGHER HIGHER PAY.

(per credit hour)

The Oakton Adjunct Faculty Association has gotten its members significant pay increases, especially as they progress in seniority:

Year	Step 1	Step 11
1999-2000	\$530	\$660
2006-2007	\$720	\$1,018.50
2008-2009	\$795	\$1,133.60

Percentage increase 1999/2000 v 2008/2009

Step 1	Step 11
50%	72%

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## HOW MUCH DO AVERAGE FT FACULTY AT OAKTON MAKE?

Professor	- \$92,500
Associate Professor	- \$64,200
Assistant Professor	- \$57,200
Instructor/Lecturer	- \$48,900

In addition, FT faculty also get \$4,700 in yearly benefits. (NEA Higher Education Advocate 2008)

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## JOLIET JUNIOR COLLEGE ADJUNCTS

CHOOSE IEA REPRESENTATION. In April 50% of 413 eligible adjuncts voted to determine which union would represent them. 116 adjuncts voted for the IEA/NEA's Joliet United Adjuncts Coalition, 67 voted for AFT/IFT's Local 604, and 24 voted against

union representation. Before unionizing, adjuncts at Joliet Junior College all received a

flat \$578 per-class-credit-hour, regardless of how long they had taught there or whether they had coursework beyond their master's degree.

JJC becomes the 11<sup>th</sup> adjunct union in the Chicago area to affiliate with the IEA versus four affiliated with the IFT. IEA affiliates include two four-year schools (Columbia College and Roosevelt University) and nine community colleges (Oakton, Chicago City Colleges, Du Page, Harper, McHenry, Prairie State, Waubensee, Triton and Joliet).

A reminder: if you teach at two IEA schools, you need to pay only local dues at the second school. If this is the case, please notify the AFA office to avoid paying NEA/IEA dues twice.

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## NEA NATIONAL ASSEMBLY IN

WASHINGTON, D.C. NEA delegates voted to support access to higher education and in-state tuition for in-state residents regardless of their immigration status, as well as for paths to legalization for undocumented high school students. The assembly then debated whether to expand union organizing to private education. The delegates supported organizing private preschools but opposed organizing private K-12 schools. NEA is still committed to repealing the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO) which may reduce your Social Security benefits when you receive a SURS pension.

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THE AFA BARGAINING UNIT. Adjuncts who are teaching at least 6 credit hours in the current semester or in one of the two previous semesters are covered by the Oakton AFA

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contract. However, to become a full member of AFA you must sign an IEA membership application. Otherwise, you are a "Fair Share" member who pays the equivalent of NEA/IEA dues but not local dues (\$10/semester). **IF YOU ARE FAIR SHARE, CONTACT OUR MEMBERSHIP CHAIR CHERYL BROWN TO JOIN AFA.**

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**ADJUNCT TRENDS.** The May 2008 IEA Advocate notes that part-timers in 1987 accounted for 34% of faculty but in 2005 increased to 48%. Part-timers generally fit into one of three groups: those wishing but unable to get a FT teaching job; those who have a FT job elsewhere; and retired individuals who wish to teach.

However, there is little chance of an adjunct getting hired full-time. According to the National Association for Education Statistics, only 14.3% of new FT faculty in Fall 2003 taught part-time at the same institution in 2002. The competition has only gotten stiffer as adjuncts face an increasing glut of new PhD's vying for the same positions.

NCES data show that since 2005 around 68.5% of community college faculty is part-time. Nationwide PT faculty earn 27% of what FT faculty earn per course, but FT faculty admittedly have additional administrative responsibilities that adjuncts do not have.

To compare Chicago-area adjunct pay see: **[www.ieanea.org/local/ChicagoAdjuncts](http://www.ieanea.org/local/ChicagoAdjuncts)**.

There has been a significant increase in the percentage of adjuncts at degree-granting institutions. In 1970 these institutions had approximately 380,000 FT faculty. By 2005 they had nearly 700,000 FT faculty but also 600,000 adjuncts. (CCSSE 2004 data)

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### **UPCOMING CONTRACT NEGOTIATIONS.**

Our contract extends through the current 2008-09 academic year. Adjuncts are probably most concerned about pay increases. But other issues

are coming to our attention, such as how we define seniority, and compensation to adjuncts for work done outside the classroom.

An effective union demands much more than a dedicated union leadership. It requires dedicated members who support their union and are familiar with their union contract. AFA will be distributing a survey to ask your feedback. Remember: only AFA members will get the survey and vote on the contract, so sign an IEA application now.

A lot of thought by the AFA Board goes into our preparation for the upcoming negotiations with the administration. We could use your help on the survey. Contact Chester Kulis if interested.

### **IEA HIGHER EDUCATION CONFERENCE IN BLOOMINGTON**

**WEEKEND OF OCTOBER 3-4.** The AFA will pay your registration fee and lodging. We plan to get several adjoining rooms. It is a wonderful opportunity to meet other higher education faculty and share ideas about common issues. Let VP Olivia Cronk know of your interest in attending.

### **LAST BUT NOT LEAST: WELCOME BACK TO OAKTON!**