

CLC – AFO

Adjunct Faculty Organization

Fall '10 General Meeting

- **President:** Elise Naccarato-Grosspietsch
- **Vice-President:** Marilyn Sarich
- **Secretary:** John Carobine
- **Acting Treasurer:** Brian Smith

CLC-AFO Webpage: CLC-AFO.org



How to contact us

Email us at:

- - Elise Naccarato-Grosspietsch, Pres: EGrosspietsch@clcillinois.edu
- - Marilyn Sarich, VP: MSarich@clcillinois.edu
- - Brian Smith, ActingTreas.: BrianSmith@clcillinois.edu
- - John Carobine, Secretary: JCarobine@clcillinois.edu

- or -

Leave a message at:

- CLC: Room B133: 847-543-2991
- Local 504 (IFT-AFT / AFL-CIO) : 847-623-7725 ext. 54
(248 Ambrogio Dr.; Gurnee, IL; 60031)

Informal meetings at Bill's Pub on Wednesdays,
starting 9/08, 4 – 6 pm

New Business:

Pay Compensation/ Load Hour

- 2-Tier System: Pay/Load Hr.

Non-GFO status	\$855/load hr.
GFO status	\$908/ load hr.
- PhD, JD, MD, EdD, DDS, PsyD, etc. Stipend \$300/semester
(Transcript must be HR office for stipend) Paid in middle of semester
- Distribution Dates – every 2 wks for 16 wks
starting with 9/10
 - 9/10 9/24 10/08 10/22
 - 11/05 11/19 12/03 12/17



New Dues Structure

- If you earn *less than or equal to* \$4,250 per semester, your dues will be \$95.03 per semester (1/8th dues)
- If you earn *more than* \$4,250 per semester, your dues will be \$112.14 per semester (1/4th dues)

Length of Assignment:	<u>Earnings:</u> ≤ \$4,250/sem. (1/8 th dues)	<u>Earnings:</u> >\$4,250/sem. (1/4 th dues)	Deductions begin:
Less than 16 weeks 2 payments of:	\$47.52	\$56.07	Open; depends upon class dates
16 week assignment 6 payments of:	\$15.84	\$18.69	Paycheck of Oct.8



Faculty Senate Election

- **Last year, Linda Schneider**(Comm Arts) & **Gary Midkoff**(Bus)
- **Faculty Senate Positions – 2 positions available:**
 - **Need 2 representatives for whole year, plus an alternate**, so nominees must be planning on teaching/working at CLC for both Fall and Spring semesters.
 - Nominee must be an adjunct teaching at least the equivalent of a 3 hour credit course (not Continuing Ed) or a be a part-time Librarian or a part-time Counselor and not be an administrator.
 - Nominee must be actively teaching/working at CLC to be on the Senate.
 - Nominee must have worked at CLC for at least 2 consecutive semesters.
 - Monthly meetings: **2 hr long, 3rd Monday** of each month, **3 – 5pm**
 - Compensation is **\$30/hour, so \$60/meeting** at you attend;
 - **Paid once each semester** at the end of the semester.
 - **Nominations** are now open until **Wednesday, 9/01**.
 - Send all Nominations, with a brief paragraph about yourself, to myself or to Marilyn Sarich.
 - **The voting will be through email between 9/09 and 9/15.**



Union Officer Election

- Need a Nominating Committee of 3 Adjuncts:
 - Not planning to run for office
 - Not a lot of work – Division Representatives, our Field Representative and Local 504 will help

- Members wishing to run, must notify the Committee in writing:
 - First, you will get a notification through the mail when nominations are open.
 - Then, you send your intent to run for a specific office to Local 504 in Gurnee (instructions will be given with the above mailing)

- Elections will be probably be in Nov.

- You MUST be a dues paying member to vote.
 - Election Results will be posted on our Web site by Dec. 10th .



More New Business: Recent Concerns

- **Professional & Ethical Conduct/ Your Protection:**
 - The school is a place of business.
 - We are professional and are in a position of responsibility.
 - Don't teach relatives.
 - Don't touch students – they can call the police.
- **Reimbursement Benefit for Card Signing Members:**
- **Chairs are not Mentors**
- **College Adjuncts in Michigan**
 - We have the protection of a Union.
- **CLC Financial Issues**



Old Business

- **Reminder – no seniority in making assignments**
 - Administration is very adamant about their right to make assignments.
 - **GFO status assures you** of a class assignment if there are classes available in your department.
 - **Also Means a “Good Faith “ effort** will be made to try and assign you a course at **a day & time** that is available to you and hopefully one that you would like to teach – according to your TPF.
 - However, it **does not ensure that your assignment will make**.
 - BUT, if you are bumped (by a full-timer) or your class does not make within 5 weekdays prior to the start of the semester: you **get a stipend of \$75 for the 1st credit hour and \$35 for every credit hour thereafter.**
 - **No stipends for canceled summers classes.**



Old Business Cont: Division Representatives

- **Division Representative** (Paid position - \$50/ semester)
 - Comm Arts
 - EMPS
 - Adult Ed Caroline Oas
 - Business Paula Herbert
 - Bio
 - Social Sci

- **Division Representative will be able to:**
 - 1. Be Eyes and Ears of your Division - Report to Officers:
 - 2. Update and maintain of Union bulletin boards at GLC, LSC and SLC (About 1 time/yr)
 - 3. Assist with:
 - Mailings to membership (about 1 time/yr)
 - The information table on Orientation Day mornings (2 times/yr)
 - 4. Distribute:
 - membership cards to new members in your Division (1 or 2 times/year)
 - 5. Help Nominating Committee w/ officer elections (if not running) (once every 3 years)

- **Contact John Carobine:** email: JCarobine@clcollinois.edu :
Cell: (224) 430-4486



Your Rights During a Problem

- **Weingarten**: You are entitled to Union Representation during a meeting with administration if
 - you believe you will be subject to discipline as a result of the meeting.
- **Contract**: If you taught at least 6 semesters and your performance is rated unsatisfactory (CBA: 4 B. 5)
 - Dean will meet with you to discuss your teaching performance.
 - You are entitled to an opportunity to remediate.
 - If an administrator other than the Dean or Assoc. Dean believes your teaching performance is unsatisfactory, then the Dean or Assoc. Dean must 1st evaluate you prior to giving you an unsatisfactory evaluation (guards against personality clashes).
 - Mentoring assessments may not be used in the formal evaluations
- Grievances are filed for contract language violation.
 - Grievances involve contract violations only.