

# CLC – AFO

## Adjunct Faculty Organization



### Fall '14 General Meeting

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■ President:	Marilyn Sarich
■ Vice-President:	John Carobine
■ Secretary:	Joan Coleman-Almond
■ Treasurer:	Brian Smith

CLC-AFO Webpage: [www.clc-afo.org](http://www.clc-afo.org)

Like us on Facebook – search College of Lake County Adjunct Faculty Organization



## New Officer: Secretary Filled by Appointment

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- Resignation: Caroline Oas
- Welcome: Joan Coleman-Almond

Position filled by appointment  
Confirmation/election at Spring  
Orientation General Meeting



# Compensation 2014-15

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Teaching Faculty	Per Load Hour
Non- GFO	\$947
GFO	\$1005

Librarians/Counselors	Per Clock Hour
Non – GFO	\$39.48
GFO	\$41.90

**PhD, JD, MD, EdD, DDS, PsyD, etc. Stipend:**  
**\$300/semester**

(Transcript must be in HR office for stipend by September 30)  
Paid in middle of semester

**Distribution Dates – 1<sup>st</sup> check on September 5 then  
every 2 weeks for 16 week assignments; 8 checks total**



# Union Dues 2014-15

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- If you earn *less than or equal to* \$4,440 *this semester*, your dues are \$76.05 (1/8<sup>th</sup> dues)
- If you earn *more than* \$4,440 *this semester*, your dues are \$121.41 (1/4 dues)

Length of Assignment	≤ \$4,440 1/8 dues	≥ \$4,440 1/4 dues	Deductions Begin
16 weeks	\$12.66	\$20.24	October 3 check
12 weeks	\$38.02 (2 pmts.)	\$60.71 (2 pmts.)	Depends on start date

# Treasurer's Report

## 2013-14 Budget & Actual

Revenue	Budget	Actual
Dues	\$9,408.00	\$9,788.68
Beginning Balance	\$16,967.96	\$16,967.96
Total Revenue	\$26,375.96	\$26,756.64
Expenses		
Salaries/Stipends and Reimbursement	\$4,290.00	\$3,837.79
Officer Stipends	\$2,530.00	
Division Representative Stipends	\$600.00	
Dues Reimbursement	\$960.00	
Misc Expenses	\$200.00	
Webpage	\$450.00	\$459.88
Meeting Expenses	\$1,100.00	\$505.28
Professional Development and Conferences	\$500.00	\$177.59
Scholarship	\$500.00	\$500.00
Misc. Office Supplies	\$780.00	\$0.00
Defense Funds	\$16,967.96	\$16,967.96
Taxes and Bank Fees	\$350.00	\$377.60
Total Expenses	\$24,937.96	\$22,826.10
Total Income-expenses	\$1,438.00	\$3,930.54



# Treasurer's Report

## 2014-15 Proposed Budget

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2014-2015		
<b>Revenue</b>		Budget
Dues		\$9,800.00
Beginning Balance		\$20,848.50
Total Revenue		\$30,648.50
<b>Expenses</b>		
Salaries/Stipends and Reimbursement		\$4,290.00
Officer Stipends		\$2,530.00
Division Representative Stipends		\$600.00
Dues Reimbursement		\$960.00
Misc Expenses		\$200.00
Webpage		\$460.00
Meeting Expenses		\$550.00
Negotiations Expense		\$1,000.00
Professional Development and Conferences		\$300.00
Scholarship		\$500.00
Misc. Office Supplies		\$780.00
Defense Funds		\$20,848.50
Taxes and Bank Fees		\$380.00
Total Expenses		\$28,108.50
Total Income-expenses		\$2,540.00



# Arbitration: Spring, 2014

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- 1. Administration assigning *summed* 3 credit hours\*
- 2. GFO adjunct taught less than 3 credit hours\*

\*Cases joined for arbitration

- Arbitration hearing was in April
- Awaiting decision



# Union Leadership Program Members Only

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- **Educate member(s) in union leadership**
- **2 “Interns”; Proposed activities:**
  1. Attend Officers’ Meetings – CONFIDENTIAL!
  2. Help plan General Meetings
  3. Assist with membership lists
  4. Assist with running an election
  5. Learn about grievances
  6. Post to website and Facebook; assist with newsletter
  7. Observe contract negotiations; \$75/session attended
  8. Dues forgiven

Interested: Contact any officer as soon as possible





# CBA Negotiations

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- Current CBA expires August 2015
  - Negotiations for next CBA begin in October
  - Two union members may act as observers of negotiations (per Union Leadership Program)
  - Meetings usually on Fridays
  - \$75 stipend/meeting
  - Watch for member survey via email
- Contact any officer if interested



# SURS Update

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- SURS: Adjunct retires under SURS and returns to teaching. If adjunct makes more than 40% of highest annual rate earned prior to retirement, college pays penalty.
- **LIKELY** CLC Policy: If you retire under SURS, you will not be re-hired.



# ACA Update

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- CLC's 3 month measurement period begins July 1, 2015
- IRS: multiplier for adjuncts: 2.25
- $10 \text{ cr. hrs. max} \times 2.25 = 22.25/\text{hrs. per wk.}$
- IRS: can't exceed 30 hrs./week in 3 mo. period



# Delegates to Local 504 Executive Council 2014-15

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- Marilyn Sarich
- John Carobine
- Brian Smith
- Joan Coleman-Almond
  
- Voice Vote



# CLC-AFO Scholarship

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- **Amount:** \$500 annually.
- **Description:** This scholarship is awarded to a child or spouse of a CLC adjunct faculty member who is a member of the CLC-AFO
- **Decision Process:** The scholarship will be awarded in the spring semester, and the recipient will be chosen by a committee of members of the CLC-AFO. Union member may not serve on committee if relative is an applicant.
- **Deadline:** Application deadline is March 1.
- **Apply:** in Financial Aid Office



# How to Get Involved with Your Union

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- This semester:
  - BIO Division Rep
  - SOC Division Rep
  - Union Leadership Program – 2 interns

## Spring 2015

- Scholarship Committee

Contact any officer



# Bill's Pub

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- 18945 W. Washington St.
- Wednesdays:
  - September 10
  - October 8
  - November 12

From 4pm – 6pm



# Division Meetings: 9am – noon

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- Adult Ed – C005
- BIO – T 326-8
- BUS – T332
- COM ARTS – Main Stage Theater
- Counseling – C130
- Career & Placement Services – E139
- EMPS – P119
- Library – L113
- SOC – A162





# Questions & Answers

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Have a great semester!