

CLC – AFO Adjunct Faculty Organization

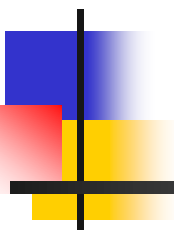


**Welcome To The
Spring 2017 General Meeting**

**Our first order of business is to
announce a restructuring of our
leadership roles**

CLC – AFO

Adjunct Faculty Organization

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- Acting President: Brian Smith
 - Acting Vice-President: Karen Florian
 - Secretary: Bill Schultz
 - Acting Treasurer: Pam Pedersen
 - Local 504 Field Rep: Matt La Pierre

CLC-AFO Webpage: www.clc-afo.org

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



Your Union at Work

- The following work was completed in Fall of 2016
 - Arrived at a Memo of Agreement with the college regarding the number of adjunct faculty senate reps who will receive a stipend
 - Decision made for stipends to be paid (rate of \$35.00/hour) for the actual number of Faculty Senate members serving each semester
 - Changed from a maximum of two Faculty Senate members



President's Remarks

Catch the Excitement



Your Union at Work

- Memo of Agreement with the college regarding Evaluation of Faculty Who are Eligible for Good Faith Offers
 - Adjuncts who achieve GFO designation will be evaluated on a regular basis and no less than once each 8 semesters (fall and spring) taught
 - The evaluation will consist of not less than one classroom observation and a voluntary evaluation conference
 - The adjunct will be notified in advance of the classroom observation
 - Observations will be conducted by an administrator or designee
 - A copy of the observation form can be found on the College's intranet page
 - Copies of the completed Classroom Observation form and Administration Evaluation form shall be provided to the adjunct, with an opportunity for the adjunct to add a written reply or rebuttal



Fair Share vs. Union Membership

- Lake County Federation of Teachers
 - Local 504, IFT-AFT/AFL-CIO
 - 248 Ambrogio Drive, Gurnee, IL 60031
- All adjunct faculty are covered by and enjoy the benefits our Collective Bargaining Agreement
 - We all pay dues to the Union—however, this does not automatically make us members of the union!
- Union membership
 - Gives us voting rights and many other benefits to belong to the union
 - There is NO additional fee to joining the Union
- Please join today!



Reasons to Join our Union

- 1. POWER! THERE IS STRENGTH IN NUMBERS!**
2. You can vote to ratify contracts, elect officers, etc. and make yourself heard!
3. Grievance representation through your Council and Lake County Federation of Teachers (LCFT) Local 504 to defend your rights
4. Professional representation at the bargaining table with an IFT Field Director
5. Rent the Banquet Center at the Lake County Conference and Banquest Center in Gurnee at reduced rates



Reasons to Join Our Union

6. Affiliation with the American Federation of Teachers and access low cost programs (credit cards, education loans, mortgages, legal service, pet insurance, etc.)
7. Professional development and training at the Union Leadership Institute
8. Subscriptions to *IFT Insight*, *American Educator*, *AFT on Campus*
9. Assistance with investment and retirement planning
10. \$25,000 Accidental Death and Dismemberment Policy; must complete form
11. \$1,000,000 Occupational Liability Insurance



How to Join the Union

- Even though as a Fair Share member you are paying a membership fee, in order to vote on union issues, you must join by completing a membership card
- Please join today, or contact our secretary, Bill Schultz at wschultz@clcollinois.edu to join
- There is NO additional fee to join



Union Fees 2016-17

- QUARTER FEES - \$126.73
- EIGHTH FEES - \$79.20

- All fair share members are paying fees, but that does not make you a union member
- If you make more than \$4202 per semester it is quarter fees, if you make less than \$4202 you pay eighth fees.
- Roughly if you teach 4 credit hours or more you pay quarter dues, if you teach 4 credit hours or less you pay eighth fees.
- Please fill out a membership card tonite so you can vote as a union member



How to Get Involved with Your Union

- **JOIN SO YOU CAN VOTE!**
- **Become an officer of our CLC Adjunct Faculty Union**
 - **Election this spring for open positions**
 - **Tentative positions opening: President, Vice President, and Treasurer**
- **Division representative**
- **Scholarship Committee**
- **Diversity Commission**
- **Grievance Committee**
- **Newsletter**
- **Union Internship Program**
- **Delegate to Local 504 Executive Council**



Weingarten's Rights

- Reminder:

If you are in a meeting with an administrator and you feel it could lead to some type of disciplinary action, you have the right to request that the meeting be terminated and rescheduled when a union representative can be present

Supreme Court Decision, February 1975



CLC-AFO Scholarship

- **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 March 1
- **Apply:** in Financial Aid Office



DIVISION MEETING WITH UNION OFFICERS

- Division meetings coming soon to your division
- Please stay tuned for dates and times of these meetings
- Come meet your union officers
 - Feel free to share your concerns or just come to chat



Division Meetings

- Adult Ed, ED, and GED, ESL
- Biological and Health Science
- Business and Social Science
- Communication Arts, Humanities, Fine Arts
- Counseling and Career Placement
- EMPS
- Library
- Counseling

SEE YOUR DEPARTMENT INFO FOR ROOMS



Questions & Answers

Have a great semester!