



CLC-AFO

Come be Part of Us

Help to Make Us  
Strong



**Adjunct  
Faculty  
Organization**

- **President:** Brian Smith
- **Vice-President:** Karen Florian
- **Secretary:** Bill Schultz
- **Treasurer:** Debbie Jasnoch
- **Local 504 Field Rep** Matt La Pierre



## Check Out Our Webpage

- [www.CLC-AFO.ORG](http://www.CLC-AFO.ORG)
- Like Us On  
Facebook
  - **Search College of  
Lake County  
Adjunct Faculty  
Organization**

Weingarten  
Rights  
IMPORTANT!!!

**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***



**If during a meeting you see that there could be disciplinary action taken, say words to the effect, “If this discussion could in any way lead to my being disciplined, terminated or affect my working conditions, I respectfully request that my union representative be present at the meeting. Without representation, I choose not to answer any questions.”**

Some  
Announcements



# CLC-AFO Scholarship

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- **Amount:** \$500 annually.
  - **Description:** This scholarship is awarded to a child or spouse partner 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



## Compliance Training

### Reminder

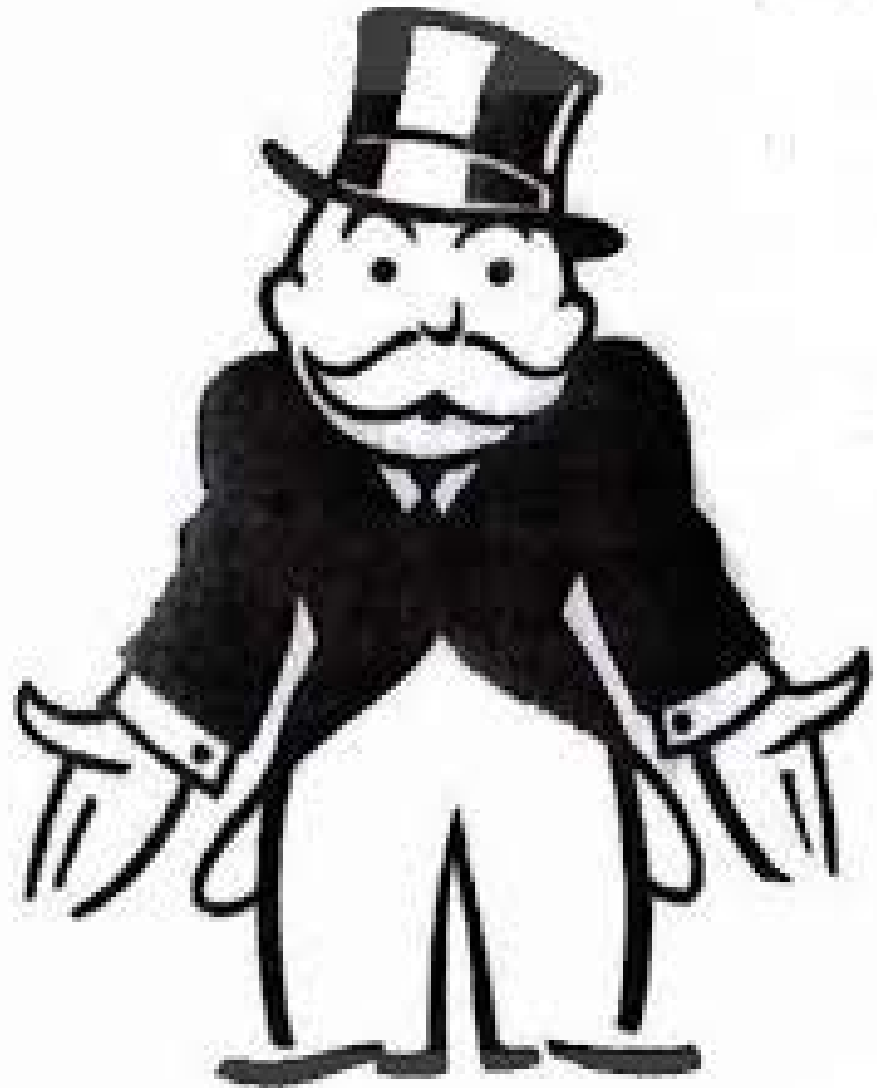
You must complete your compliance training by June 30, 2018

If training is not completed by that date it can complicate your offers for classes in the upcoming semester.



# Unemployment Compensation

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# Unemployment Compensation

- There has been major changes in the guidelines for Unemployment Compensation for adjunct faculty.
- The difficulty previously has been establishing a “**reasonable assurance**” of employment.
- Your union along with the NEA have been working with the Department of Labor to change the unemployment guidelines to take into account adjunct faculty.
- In January 2017 the Department of Labor has made changes that makes it easier to get unemployment compensation for adjunct faculty between semesters,

**EVEN WITH AN OFFER OF A CLASS IN THE NEXT SEMESTER.**

# Unemployment Compensation

Department of Labor now mandates that the decision to grant unemployment to adjunct faculty must be based on the merits of the case, and the IBES must now weigh:

1. The possibility of classes being cancelled due to low enrollment
2. The nature of the course offered (required or optional, regular class or sporadically offered, etc).
3. The possibility of being bumped by a full-time instructor.
4. The history of the class making or not making.
5. Failure to put the adjunct's name in the course schedule.
6. The absence of a contract (this particularly applies to CLC).

## Unemployment Compensation

- CLC-AFO does not mean to imply that you will get unemployment between semesters.
- What is said is that the barriers to getting unemployment have been eased, and the criteria for getting unemployment have changed for adjuncts.
- Packets are available in the back, and soon on the CLC-AFO website.

# Membership



**CLC-AFO has sent out a lot of emails recently encouraging folks to join.**

**There is a reason for that.**

**We are **dangerously close** to losing what we have fought so hard to gain as adjunct professionals.**

# CLC DOES NOT GIVE US OUR BENEFITS OUT OF BENEVOLENCE

## YOUR UNION HAS FOUGHT HARD FOR:

- GOOD FAITH OFFER
- PAY INCREASES
- PROFESSIONAL DEVELOPMENT
- PAID TIME OFF
- JOB PROTECTION, ADVOCACY

## WHAT WILL *CLC-AFO* GIVE YOU?

### IT GIVES YOU US:

- Brian Smith – President
- Karen Florian – Vice President
- Bill Schultz – Secretary
- Debbie Jasnoch – Treasurer
- Mary Turley – Membership Coordinator
- Matt LaPierre – Union Field Rep

### ADVOCATING FOR YOU

### REPRESENTING YOU

### PROTECTING YOU

## BECOME A MEMBER!

- YOUR UNION PAYCHECK DEDUCTION DOES NOT MAKE YOU A UNION MEMBER
- YOU MUST FILL OUT A FORM TO BECOME A MEMBER
- HEADING INTO ADJUNCT NEGOTIATIONS IN 2019 – UNION STRONG!

## The Supreme Court's Janus Decision

- **Well funded people are forcing a case through the Supreme Court to rule that fair share dues are unconstitutional.**
- **That means someone could opt out of dues but still be covered by and receive all benefits of the contract.**
- **Implications for CLC-AFO when our membership can and will fall below 50%**

# What Will Happen After an Unfavorable Janus Ruling?

## A Chain of Events

- **The College can and will file a RM Petition with the Labor Board to decertify the CLC-AFO.**
- **There will be an election run by the labor board**
  - **Should the vote be to non-unionize.**
  - **The contract is gone**
- **We must wait one full year for another election.**
- **Assuming that passes – We start from zero. Nothing from old contract carries through.**



## **GONE ARE**

- **Regular raises, let alone any raises at all**
- **Personal Days – Paid Time Off**
- **Advocacy and Job Protection**
  - **There are people with us today because the union was able to advocate for them**
- **GFO status**
- **Professional Growth Money**
- **All the benefits of the contract.**
- **Our Field Rep Matt LaPierre**

WHAT IF CLC  
DOES NOT  
PETITION TO  
DECERTIFY?

**We still enter  
negotiations and  
advocacy severely  
weakened.**



## **WHAT CAN YOU DO?**

- 1. If you are fair share – JOIN. It costs no more.**
- 2. Talk to your fellow adjuncts.**
  - Ask if they are members and share with them why you are.**
  - Encourage them to join.**
- 3. Get Involved.**

# A Proposal – You Can Help

Biological and Health Science	Communication Arts	Business/Social Science	Adult Education	EMPS	Counselors Librarians

## But Why Should I Join CLC-AFO?

- So you can have a say in the direction of this union.
- So we can keep what we already have and expand those benefits into the future.

But the Biggest Reason

- We enter negotiations, advocacy, and discussions with administration from a position of power and not weakness.

## How to Get Involved with Your Union

- **Division representative**
- **Scholarship Committee**
- **Diversity Commission**
- **Membership Committee**
- **Grievance Committee**
- **Newsletter**
- **Negotiations Team**
- **An officer**



4:00 – 6:00

Tuesday

February 6

Wednesday

March 7

Thursday

April 12

## Division/Department Meetings

- Adult Ed, ED, and GED, ESL D 100
- Biological and Health Science
- Business and Social Science
- Communication Arts
- Counseling and Career Placement A 131
- EMPS
- Library

SEE YOUR DEPARTMENT INFO FOR ROOMS