

COLLEGE OF DUPAGE ADJUNCTS ASSOCIATION NEWSLETTER

CODAA-IEA/NEA MEMBERSHIP

If there is one asterisk to the left of your name on the mailing label, you have paid your dues for the Spring Quarter for membership in CODAA, the local only, or you were already a member of the IEA. If there are two asterisks to the left of your name, you are a member of CODAA-IEA/NEA; local \$5 dues are included in the \$33 quarter fee. If there is an (IEA) after your name, you are eligible to become a bargaining unit member and, indeed, most of you with this designation have done so. However, *any PT faculty at COD may join the IEA/NEA* and many of you have also taken advantage of this opportunity to enjoy NEA/IEA membership benefits.

BENEFITS OF IEA/NEA MEMBERSHIP

Full-time professional staff person to assist members and the local association with day-to-day work-related problems.

Legal assistance in handling grievances, work-related lawsuits, employee disciplinary action, employee rights under the law.

Insurance consultant to assist local bargaining team to preserve and improve health care benefits.

A professional negotiator to work with the local bargaining team in whatever capacity it requests.

\$1,000,000 liability insurance protection for job-related civil action.

\$50,000 Accidental Death and Dismemberment Insurance.

Low cost insurance, travel credit cards and other special services.

Professional and personal development workshops.

Attorney referral program with two free 3-minute consultations.

Involvement in decision making in the Illinois General Assembly, Congress, and state agencies which affect education.

Leadership training in collective bargaining, grievance processing, school finance, education reform, retirement, legal rights, etc

Dues are payable each quarter: the \$5 local membership is included in the \$33 IEA/NEA membership. CODAA will no longer be accepting 2-year local memberships, now \$5 each academic quarter—fall, winter, spring—for a total of \$15 a year.

Dues paid now are good until September 1, 2002. Because the IEA does not accept cash, all dues must be paid by check.

CONTRACT NEGOTIATIONS UNDERWAY

Meetings between administration chaired by Howard Owens, HR Director, and CODAA, chaired by Vicki Root, began in February. Issues on the table include PT salary; access to major medical insurance; compensated representation on college committees (discipline, department, division, and college-wide); seniority hiring practices; and professional courtesy issues, including a CODAA mailbox in IC 2070 which has already been realized.

Diane Rzeszewski, Joanne Barsanti, Denise Cantrall, Cindy Kneisler-Moore, and Bob Tarsitano comprise the CODAA committee along with Vicki and Mark Sharrard, IEA Uni-Serv Director. Sue Censky, HR Manager, Meryl Sussman, Dean, Business & Services, Eugene Wagner, Dean, Occupational & Vocational Ed., Adenuga Atewologun, Dean, Natural Sciences, and Evelyn Hopkins, Dean, CED complete the COD bargaining team. Owens, who is retiring at the end of the academic year, will continue in this position until negotiations are completed.

SENATOR CRONIN HONORED AT COD RECEPTION

On March 4th in the Arts Center Lobby from 5-7 p.m., Chuck Boone, faculty senate president, and Vicki

Root, former CODAA president and current chief negotiating officer, presented Sen. Dan Cronin (R-39) with a certificate honoring his efforts in higher education. Cronin is co-sponsor of House Bill 1720 and member of the Senate Education Committee who, along with Senator Kirk Dillard, has been instrumental in moving HB 1720 out of the Rules Committee where it was sent after it overwhelmingly passed in the House.

CODAA OFFICERS 2002-2003

- President. Diane Rzeszewski
x53147
- President-Elect. Carol Kunkel-Parkin
x53214
- Secretary. Bill Terrell
x53175
- Treasurer. Joanne Barsanti
x54089
- Negotiating Chair. Vicki Root
x51029
- Webmaster. Oleh Sydor
www.codaa.org

HB 1720 MOVED TO SENATE EDUCATION COMMITTEE

House Bill 1720, designed to give PT faculty more bargaining rights, is due to be discussed by the Senate Education Committee between April 8 and 26th.

Under Illinois labor law, the current interpretation of a short-term employee (PT faculty) is one who has "reasonable assurance" of being re-hired from one semester to the next. HB 1720 would change "assurance"—which is not guaranteed—to "expectation" which is the experience of many long time PT faculty at COD.

Passage of this bill would allow more PT faculty to join the bargaining unit of CODAA, currently restricted to those who have worked at least 18 contact hours over three academic years. Of our total current membership (281), only 128 meet this criteria.

Most of our members are PT faculty who are consistently hired year after year, yet because of class availability from quarter to quarter, department restrictions, or personal choice, fall short of the 18 hour minimum.

PLEASE CONTACT ANY OR ALL OF THESE SENATE EDUCATION COMMITTEE MEMBERS TO SHOW YOUR SUPPORT OF HB 1720 :

REPUBLICANS:

Senator Dan Cronin, Chair
105 E. First Street
Elmhurst, IL 60126
(630) 941-0040
Thank him for his continuing support.

Senator Pat O'Malley, Vice-Chair
12314 S. 86th Avenue
Palos Park, IL 60460
(708) 923-1818

Senator Brad Burzynski
505 DeKalb Avenue
P.O. Box 348
Sycamore, IL 60178
(815) 985-6318

Senator Todd Sieben
137 S. State Street
Geneseo, IL 61254

Senator Frank Watson
890 Franklin
Carlyle, IL 62231
(618) 594-4553

Senator Peter Roskam
500 Pennsylvania Avenue
Glen Ellyn, IL 60137
(630) 790-1709

Sen. Roskam attended the 10/25/01 hearings at COD and expressed concern about the cost of funding higher adjunct wages. This should be countered with a reminder that adjuncts are the ONLY state employees barred from organizing and that their low wages subsidize the salaries of other workers as well as various projects at their schools. A more equitable solution must be found.

DEMOCRATS:

Senator Lisa Madigan, Spokesperson
2006 W. Addison Street
Chicago, IL 60618
(773) 477-1740
Sen. Madigan is a supporter of 1720.

Senator Vince Demuzio
140 Carlinville Plaza
Carlinville, IL 62626
(217) 854-4441

Senator Kimberly Lightford
5943 West Chicago Avenue
Chicago, IL 60651
(773) 261-4400

Senator Larry Woolard
308 W. Plaza Drive, Suite B
Carterville, IL 62918
(618) 985-5559

ALSO:

Senator Kirk Dillard (R-41)
Westmont Centre, Suite 201
1 S. Cass Avenue
Westmont, IL 60559
(630) 969-0990
Sen. Dillard is a champion of our cause and needs to know that PT faculty at COD are still as interested in the passage of HB 1720 as they were last fall when he attended the hearings on 10/25/01.

Senator James "Pate" Phillip (R-23)
Illinois Senate President
50 East Oak Street - Suite 250
Addison, IL 60101
(630) 941-0094
Phillips, a staunchly anti-union politician, and his allies, stalled HB 1720 in the Rules Committee. He needs to be reminded that PT faculty are also taxpayers, voters, and constituents, deserving of the same rights to collectively bargain as any other citizen.

Please contact your state senator as well.
Bob Tarsitano can tell you who this is; contact him at tarsit@cdnet.cod.edu or x51036 or visit our website at www.codaa.org.

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IBHE RECOMMENDS BETTER SUPPORT OF PT FACULTY

"A Study of Nontenure-Track Faculty at Illinois Public Colleges and Universities" was released this February by the State of Illinois Board of Higher Education (IHBE). The study was mandated by House Joint Resolution (HJR) 19 which called for an investigation of the use and compensation of non-tenured and PT faculty in Illinois.

Material was culled from a survey done at Northern Illinois University, public hearings (one of which was held at COD on 10/25/01), and phone interviews. Even though the report concludes that 88% of their respondents are "very happy" with their work, this overall conclusion is not broken out by university and community college respondents as is the majority of the report.

The most telling fact is the 250% disparity between FT and PT pay at community colleges. Other issues which parallel working conditions for PT faculty at COD are the lack of major health insurance; little or no involvement in decisions which affect them; no office hours, offices, or opportunity for them to interact or be available to students; inconsistent college-wide PT hiring practices; and little or no job security.

The report recommends PT merit pay, contracts for experienced PT faculty and funded PT faculty development; that total PT maximum hours be the same in all departments college wide; that PT faculty with identical qualifications hired by different departments be paid the same and not according to department "rules"; that the abuse of hiring PT faculty to work nearly FT hours at PT pay be stopped.

"The Committee recommends that institutions better support the progress of nontenure-track faculty as teachers, strengthen their voice and position within the institution, and ensure that their contracts and pay better reflect the contributions that they make to their institution and contain incentives for enhanced performance. Making such improvements will require changes at both the institutional and developmental levels if real progress is to be achieved" (29).

COD did not qualify for the "Best Practices" recognition given to Illinois State University (for pay equity, contracts, and sick leave); to The College of Lake County (for limiting PT hires to 40% of total faculty); to Northern Illinois University (for merit pay and long term contracts); to South Suburban Community College (for administrative as well as student PT evaluations each semester); to Parkland College (for office hours and funded PT faculty development); to the University of Illinois at Urbana/Champaign and Southern Illinois University (for PT office hours); and to John Wood Community College (for PT representation with full voting rights on their faculty senate).

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CODAA GENERAL MEETING

May 29, 2002
IC 2069
3-4:30 p.m.

NEA CONFERENCE REPORT

Current and former CODAA presidents Diane Rzeszewski and Vicki Root attended the National Education Association (NEA) Council for Higher Education Conference in Austin, Texas from 2/28 to 3/3/02. The NEA, of which CODAA is now part, is the largest college and university faculty organization in the United States. It recognizes that "part-time and temporary faculty are professionals within the academy and should be treated as such [but are] vulnerable simply because of their status." The NEA's mission for PT faculty is "to secure access to the same economic and professional benefits as their FT colleagues enjoy."

Barbara Dayton, president of the PT Association at Oakton Community College, was also in attendance.

IN MY DREAMS

CODAA member James Durkin, PT-Political Science, is the author of *In My Dreams*, the first in a trilogy. The story is about Robert Hamlin, a 19-year old college student who falls asleep, dreams he has won the lottery and with this money is able to win a seat in Congress by the age of 25, pass legislation to lower the minimum age for President, and then become President at the age of 29. Hamlin's message, and presumably the book's, is that political officials are elected by and for the people, not to pursue personal agendas.

Published in October 2001, the book is available at area bookstores, including COD's. Visit www.in-my-dreams.com for other locations and upcoming book signings.

MEDIA WATCH

January 2002. *NEA Higher Education Advocate*. "NEA Affiliates in Action." [full text]:

"Organizing: More than 100 part-time faculty at the College of DuPage, in the Chicago suburbs, have won union recognition after an election last month, despite a state labor law that makes it difficult for adjunct faculty to win union rights in Illinois.

The College of DuPage Adjuncts Association battled for three years to win recognition for the more than 1,000 part-time faculty who teach at the college but have been stymied by the law. In the end, the Association, with strong support from the college's full time faculty Association and with the backing of three Illinois Education Association members on the college Board of Trustees, persuaded the college to grant union organizing rights to 123 part-time faculty members.

The IEA and its partners in the Chicago-area Coalition of Contingent Academic Labor are continuing efforts to make the state's bargaining law fairer to part-time faculty. An IEA-supported bill [HB 1720] has already passed the state legislature with bipartisan support and will reach the Senate this spring" (4).

February 6, 2002. "Part-time Professors Happy, Report Says; Unions Disagree: Potential for Abuse Exists, Study Notes." *Chicago Tribune*. Robert Becker, Higher Education Reporter, explains that the IHBE report released in February

found that even though non-tenured and PT faculty make up almost half of higher education faculties in Illinois schools, they still depend on "departmental whimsy" for assignments, pay, and inclusion, part of the reason the report did not "quell" emotions but increase them. Rather, it "had served up something palatable to its tastes on the issues."

Phil Rock, former Illinois Senate Majority leader, is president of the Higher Education Board which "will address recommendations raised by the report" at its April meeting.

February 2002. *The [NCTE] Council Chronicle*. "Part-time/Adjunct Issues Impact Community Colleges." Frank Madden, chair of TYCA (The Two Year College English Association of the NCTE) spoke in support of PT faculty at community colleges at the NCTE Annual Convention, as did Michael Berberich, former PT instructor and now FT, chair of the Southwest Region of the TYCA. Berberich argues that is in the best interests of college presidents and boards to improve the working conditions of PT faculty, particularly in the areas of pay, participation, and professional development. Currently, PT "access to all three range from lousy to worse."

Berberich says that PT instructors can not ask their students to sacrifice their time to pursue an education if the advanced degrees they must have to teach "pay less than \$10 an hour." Schools who have good working conditions for PT faculty will attract better instructors.



HB 1720:

**CALL OR WRITE
YOUR
STATE SENATOR
NOW!**

(See inside)

**SEE WWW.CODAA.ORG FOR
MORE NEWS, OLD AND
NEW, UPDATES, AND
ONGOING
CONVERSATIONS AND
CONCERNS**

CODAA/IEA-NEA

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