

VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College
One Education Drive, Cluster C, Room 2073, Garden City, NY 11530
(516) 572-7294 | www.myafaonline.org

MoA Approved by the AFA Membership!

Yes, we have approved the MOA (Memorandum of Agreement) that we, the AFA, negotiated with NCC over a six and one-half month period that ended on January 14, 2019. An MOA consists of the changes in the current contract – additions, subtractions, and modifications that are infused into the current contract to form the new contract. At our General Membership Meeting on Saturday, May 11th, our Negotiating Team consisting of Rose Tavitian, Scott Stark, Garry Ouellette, Richard Erben and I presented the various stipulations in the MOA to the membership for clarification, questions, and discussion as needed. The meeting lasted a bit over two hours. Just before the meeting was adjourned, the membership gave the team a heartfelt standing ovation that touched each of us. The following day, Richard Erben and Rose Tavitian put in motion the process that we used to bring the MOA vote to our membership. Two emails went out to members informing them that the actual vote would take place electronically via Electionbuddy starting at 7:00 am Tuesday morning and ending at 6 pm on Friday evening. Five years ago, we opted to go to electronic elections so that every AFA member would be able to have say in their union. We understand that many are not able to attend a ratification meeting but their voice is equally important. Therefore, we pioneered electronic voting on campus. Along with the MOA, each member received instructions as to how they could access the current contract via our website at <http://myafaonline.org> if desired. The MOA was overwhelmingly approved by a vote of 592 (93.45%) “Yes,” to 42 (6.6%) “No.”

I would be remiss if I did not note that negotiations between our negotiating team and the college’s team were collegial and professional throughout. On a few occasions we found that we were “stuck in mud”; our point of view and that of the college were 180 degrees apart. Because both sides were cognizant of each other’s needs and requirements and listened to each other’s rationale, we were able to resolve the divide.

Moving forward, the MOA still must be approved by the Nassau County Executive, the Nassau Community College Board of Trustees and the Nassau County Legislature. Currently, the MOA is in the hands of the Nassau County Executive, as it has been for the last three plus months. Once signed by the County Executive the MOA will move to the NCC BOT and then to the Nassau County Legislature. We are hopeful that approval process will be completed in a timely manner.

Stefan Krompfer
President
Adjunct Faculty Association



President - Stefan Krompfer
 Vice President - Scott Stark
 Secretary - Rosemarie Tavitian
 Treasurer - Barbara Gregorio
 Chief Information Officer - Richard D. Erben

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 Biology.....Robert Femminella
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 Criminal Justice.....Ken O'Neill
 Critical Reading and Academic Advancement.....Carl Vinas
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 Foreign Languages.....Robert Cavanna

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 Student Personnel Services - Interpreters.....Jamie Forman
 Student Services.....Diana Cannone
 Theatre & Dance.....Charles Albano
 Unattached Administrative Assistants/Technical Assistants.....
 William Lyons

AFA COMMITTEES:

Constitution/Bylaws.....Chair: Arthur Friedman
 Members: Gerald Scharfman, Philip Pecorino
 Elections/Qualifications.....Chair: Rose Tavitian
 Members: Chris Enright, Rashied K. Sharrieff-Al-
 Bey, Philip Pecorino
 Grievance.....Chair: Garry Ouellette
 Political Action....Co-Chairs: Garry Ouellette/Gerald Scharfman
 Health & Safety.....Chair: Ken Bellafiore
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 Vazquez, Robert Femminella, Susan Mitchell
 Retirement.....Chair: Margaret Renner
 Scholarship and Grants.....
 Members: Bonnie Fachler, Jim Hoyt, Jan R. Figueira,
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From the President's Desk



Stefan Krompier

On Thursday April 25th, the Accounting and Business Administration Department presented their "Business Day in America" program in CCB 252/253. The program began at 8:30 AM with AFA President Stefan Krompier and NCCFT President Frank Frisenda speaking to the topic "Unions in America."

President Frisenda began the presentation by posing a series of multiple choice questions that tested the students' knowledge of unions such as: What is collective bargaining?, What is the best definition of Right to Work?, Why did labor unions arise in America?, and What is true or false concerning work rule standards? This interactive approach was welcomed by the students with many of them becoming involved in the discourse early on.

Both President Frisenda and President Krompier helped the attendees understand that unions reward their members with higher pay, better working conditions, and a grievance process that enables members to have recourse when their legal and/or contractual rights have been violated. Also emphasized was the notion that state laws known as Right to Work Laws are ill named.



Prof. Jack Mandel, Prof. John DeSpagna, Dean Jerry Kornbluth, Prof. Frank Frisenda, Prof. Stefan Krompier, Prof. Joseph Gray

Evidence clearly demonstrates that the appropriate name should be Right to Work for Less Laws.

President Krompier ended the program with an explanation of the effect of the United States Supreme Court's Decision in the Janus Case coupled with New York State Law in fact leaves those who choose to not join unions such as ours without representation when charges such as sexual harassment are brought against them. He stated that he is happy when he can turn down a non-member's – often characterized as free riders or free loaders - request for representation.

Professors Tauton, Gray, Mandel and Gordon followed at 10 AM presenting "Skills to be Successful in Business" and Professors Emin and Gray at 1 PM presenting "Should Business Taxes be Raised or Lowered?"

SUNY Chancellor's Award Recipients

The AFA congratulates our first cohort of adjunct faculty who have received the Chancellor's Award for Excellence in Adjunct Teaching. The recipients were honored at an AFA ceremony on Friday, April 5, 2019.

Timothy Driscoll – Legal Studies

Jamie Graber – Mathematics, Computer Science and Information Technology

Dr. Albert Grazia – Allied Health Sciences

Dr. Alan Hecht – Allied Health Sciences

Dr. Mark S. Malaszczyk – Geography, History and Political Science

Michael McGinty - Mathematics, Computer Science and Information Technology

Dr. Anthony Perrotto – Allied Health Sciences

Dr. Norman A. Rubin - Biology



From left to right: Mayor Michael McGinty - Mathematics, Computer Science and Information Technology, Judge Timothy Driscoll - Legal Studies, Associate Professor Jamie Graber- Mathematics, Computer Science and Information Technology, Dr. Mark S. Malaszczyk - Geography, History and Political Science, Dr. Albert Grazia - Allied Health Sciences, Dr. Alan Hecht - Allied Health Sciences, Dr. Norman A. Rubin - Biology, Professor Stefan Krompfer - AFA President. Not pictured: Dr. Anthony Perrotto – Allied Health Sciences.

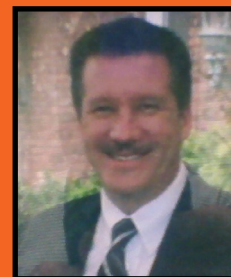
The Inside Scoop

As the end of another academic year rapidly approaches, I would be remiss if I didn't acknowledge the contributions of our amazing members. Day in and day out across our campus from the classrooms, to the offices, to the library and labs, to our service centers and student support centers, we find our AFA members enthusiastically and professionally giving all they have got to making our students' learning experiences the best that they can be. The contributions of our AFA members help to make NCC the great community college that we are.

Every member shows a great allegiance to the college and equally important, a great allegiance to each other. Over the past year, our membership has continued to soar whereby we have added a couple of hundred new members and had the privilege of welcoming dozens of life-long non-members into the AFA family. It is because of your support that we have been able to maintain and enhance the benefits that we receive through our collective bargaining agreement. Moreover, by supporting your union, it gives us the necessary resources to defend any member who has charges or

allegations brought up against them.

As I have chronicled in earlier writings, the formation of the AFA was a very difficult one. Abundant obstacles had to be maneuvered. I am so proud of our membership for keeping the fire burning in our union. As I have indicated many times in the past, much of the work that I do is behind a computer screen. However, the most fulfilling aspect of my position is when I am physically among our membership family! Thank you for all of your contributions... you are the best!!!



Richard D. Erben

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

Around the Region

Lake-Sumter Adjunct Professors Vote to Unionize



Dr. Stanley Sidor, president of Lake-Sumter College, speaks during the college's spring commencement on May 4th, 2018. Photo by Whitney Lehnecker

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By Staff Report
Posted Apr 30, 2019 at 7:00 PM

LEESBURG — Adjunct faculty at Lake-Sumter State College voted to form a union Tuesday, joining the Service Employees International Union Faculty Forward, which represents adjunct faculty at multiple universities and colleges.

The move follows the unionization of the school's full-time faculty in October and comes in response to what organizers believe is a wage gap between Lake-Sumter adjuncts and their counterparts in other Florida colleges.

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Around the Region

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“Today we have taken an important step towards achieving fairness at Lake-Sumter State College,” said Joseph Silver, adjunct biology professor at the school. “Adjuncts teach the majority of classes at Lake-Sumter, yet many of us can’t cover the basics. It’s time for us to come together and ensure that adjunct faculty can earn a living while providing students a great education.”

According to a report cited by the organizing faculty, Florida Colleges in Crisis, most adjunct professors in Florida earn around \$1,900 per class they teach, or just \$17,000 per year. Lake-Sumter adjuncts make even less, they said.

Debby Hicks, one of the faculty leaders behind Lake-Sumter’s full-time faculty union, supported the adjunct faculty in their decision.

“We congratulate our adjunct colleagues for winning their union election and look forward to working together to make Lake-Sumter a better

institution for our wonderful students,” she said. “All faculty members, whether adjuncts or full-time, deserve to have direct representation to address the issues that matter most: making sure our students get the best education possible.”

Lake-Sumter responded to the union vote late Tuesday: “LSSC has made significant progress over the last two years improving our student learning experience through innovation and collaboration,” LSSC spokesman Kevin Yurasek wrote in an email. “The College will continue to follow the processes as outlined by the Florida Public Employees Relations Commission.”

Lake-Sumter’s adjunct faculty join seven others in the state of Florida to join SEIU Faculty Forward, alongside Hillsborough Community College, Broward College, University of South Florida, Seminole State College and Miami Dade College.

Summer Adjunct Pay Dates

Summer Session I: July 1st

Summer Session II: Aug. 12th

Summer Session III: Aug. 26th

All Sessions running more than 5 weeks: July 1st and Aug. 12th

Full Term: July 1st, Aug. 12th and Aug. 26th