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PRESIDENT'S
DESK**
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**NEW NYS LAWS
ELIMINATE SOME
NON-MEMBER
PROTECTIONS**
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MESSAGE**
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DEAR ADJUNCT
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President - Stefan Krompfer
 Vice President - Scott Stark
 Secretary - Rosemarie Tavitian
 Treasurer - Barbara Gregorio
 Chief Information Officer - Richard D. Erben

AFA EXECUTIVE BOARD:

Ken Bellafiore
 Chris Enright
 Bob Femminella
 Paul Guadagnino
 Garry Ouellette
 Milton Perez
 Ruth Silverman

AFA DEPARTMENT REPRESENTATIVES:

Accounting and Business Administration.....Joseph Gray
 Administrative Business Technology.....M. Debra DeSanto
 Africana Studies.....Vacant
 Allied Health Sciences.....Alan Hecht
 Art.....Paul Guadagnino
 Biology.....Robert Femminella
 Chemistry.....Chris Enright
 Communications.....Jack Demasi
 Criminal Justice.....Ken O'Neill
 Economics and Finance.....Ethel Weeks
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 Reading/Basic Education Program.....Carl Vinas
 Sociology/Anthropology and Social Work.....Ruth Silverman
 Student Personnel Services - Instructors.....Darren Petronella
 Student Personnel Services - Interpreters.....Jamie Forman
 Student Services.....Diana Cannone
 Theatre & Dance.....Charles Albano
 Unattached Administrative Assistants/Technical Assistants.....
Pam Vazquez

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
 Members: Chris Enright, Faiza Shah, Gail Sobel,
 Mary Ann Hellmer-Saul, Mary Bagnasco, Pam
 Vazquez, Robert Femminella, Susan Mitchell
 Retirement.....Chair: Margaret Renner
 Scholarship and Grants.....
 Members: Bonnie Fachler, Jim Hoyt, Jan R. Figueira,
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Message from the Vice-President



Scott Stark

AFA Membership – Money Well Spent!

As I write this article, approximately 1,100 members have already reaffirmed their membership in the Adjunct Faculty Association at Nassau Community College. We are asking you to reaffirm your membership in the face of an unprecedented attack on public sector unions.

Any day now, the Supreme Court of the United States will render its decision in the Janus case. We cannot be sure of how the Janus decision will read. It is assumed that the decision will undermine the 1977 Abood decision by the Supreme Court. In Abood, the court decided that nonunion employees in the public sector may be required to fund union activities related to “collective bargaining, [and] contract administration.” In other words, nonmembers had to pay their fair share of the costs incurred by the union. The plaintiff in Janus is suing so that he can receive the benefits of membership and pay nothing for said benefits. If Janus succeeds, and a significant number of adjuncts choose to become free-riders, it will require union leadership to make a hard choice. Will we reduce the quantity or the quality of the services currently provided to all adjuncts? Or is there another path?

The New York State legislature has opened that path for us. In two recent pieces of legislation they have applied common sense. In essence, they have said that New Yorkers will have to pay for these benefits. In the recently passed budget, and in separate legislation, they have stated that public sector unions must negotiate salary on behalf of nonmembers, but little more. Specifically, we will not be mandated to provide representation to nonmembers during questioning by the employer, in statutory or administrative proceedings, *or in any stage of a grievance* (emphasis added).

This recently passed legislation provides us with this common sense path: we will not be forced to bear the cost of representing those that are not members in much more than negotiating their pay rate. What does that mean? It means that the AFA can continue to provide you with the protections and benefits that the vast majority of adjuncts across our nation only dream of – if

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you choose to be a member. The legislation makes it clear that members who pay union dues will receive certain benefits and services, and unions - while they serve the interests of all workers in bargaining units they represent - ***cannot be forced to provide full benefits of membership to those who do not pay for them.***

The question you should ask yourself is this: is the cost of membership worth it? I am very certain that the people who have had their thousands of questions answered via our NCCAFA email system – especially after years and years of inability to even contact our union –are happy to pay these dues. I am sure that every member that has called Stefan, our president, on his cell phone knows their dues is money well spent. I guarantee that every member that I personally walked into Craig Wright’s Affirmative Action office for a hearing sees their dues as money well spent. I am sure that every member that has successfully filed a grievance knows their dues is money well spent. I am certain that all who have been called to a disciplinary hearing with me, Garry Oullette, or Stefan Kromprier at their side and those of you who are assured of an assignment due to our seniority system must see your dues as money well spent. I am absolutely sure those of you who are protected from being fired at will simply because you are high on the salary scale or voice a dissenting opinion to the powers that be see your dues as money well spent.

Understanding the benefits and protections afforded to you as a result of the great work of the AFA, coupled with the facts that the cost of your dues is less than a daily cup of coffee and that you only pay in semesters that you are assigned makes it very easy to answer the question “is the cost of membership worth it?” The answer is an absolute and unequivocal YES!

As always, I am honored to serve as your Vice-President. I look forward to the challenge and will do everything in my power to meet it. Together, we will continue to achieve great things!

Scott Stark
Vice-President
Adjunct Faculty Association

Click here to join or re-affirm your AFA membership:
<http://www.myafaonline.org/membership-application>

From the President's Desk



Stefan Krompier

YOUR UNION LEADERSHIP **PROMISES MADE, PROMISES KEPT**

Three and one-half years ago, I and a new slate of officers grasped the reins of leadership, having won our positions in the first contested election in the forty-four years of our union's existence. Over the past three years, many new faces have emerged and have joined us as we re-invent how we go about our business. The commitment and work of many of those who preceded us continued through our transition and continues today.

As we have worked to create a union whose true leadership is its members, we, your elected and appointed officers, at-large Executive Board and Representative Assembly have subscribed to the basic principle: To be good for us, it has to be good for our students. If it is good for our students, it is good for us. We work collegially with those who are fair-minded and understand the great contributions that adjuncts make to the education of our students, with those who listen to our points of view and those who will enter into principled compromise when needed. We become fiercely adversarial when our rights and well-being are challenged by those whose top priority is to serve their own self-interests at your expense.

Each day, from the beginning, I and my team understood that the promises we made when we ran for office must be kept. These promises are a sacred duty to me and those who lead this AFA. We are duty-bound to tell the truth and be transparent as we work for the betterment of our adjunct faculty and by extension, Nassau Community College.

Promise: Re-unify the AFA

When we took office, the AFA was in disarray. There were those who were working to decertify the union. Our membership numbered 796 and was shrinking daily. We promised to reunify the AFA by building membership and commitment and by bringing non-members into the union. Today, we have just surpassed 1,600 members and we have brought 806 non-members

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into the union. **Promise Made, Promise Kept.**

Promise: Improve Communications

In no uncertain terms, we promised to stop the lack of civility in the content and tone of much of the *Vanguard* and other AFA communications. We promised to create interactive channels of communication using digital media featuring an interactive AFA Website with a question-and-answer section. We promised to create an official AFA email group so members can voice their concerns and receive answers to their questions in a timely manner. Our promises included the establishment of a “Letters to the Editor” section of the *Vanguard*.

Additionally, we promised to use social media to communicate our good works to the general public and our membership for the purpose of building and supporting the AFA. **All Promises Kept.**

Promise: Secure a Fair and Reasonable Contract

After four years of working without a contract, we negotiated a new contract that fulfilled the promises we made prior to our election. We promised to:

- Continue the current course assignment, seniority system, academic rank system, and grievance procedures as prescribed in our present contract.
- Achieve wage increases that reflect the collective brilliance of our adjunct community and to continue other aspects of our current contract such as the excellence in education increase, release time compensation, substitute pay, check off system, etc.

Promise Made, Promise Kept.

Promises: Revise the AFA Constitution and Bylaws

We promised to revise the AFA Constitution and Bylaws so that all active members are eligible to run for AFA office and vote in AFA Elections. **Promise Made, Promise Kept.**

Promise: Ascertain our Financial Position and Review Officer’s Salaries

A comprehensive review of all accounting systems was completed by an independent CPA and is repeated each year. A new digital accounting system was put in place and detailed financial statements are reported to membership yearly. The President’s salary was reduced from \$170,000

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(includes perks) per year to \$97,000 per year, no perks. The Financial Secretary position was eliminated and a more efficient and effective position Chief Information Officer was created. Any raises for Officers and At-large Executive Board Members are discussed and voted on by the full Executive Board each year and have not exceeded the same percentage raises which all adjuncts receive contractually. **Promise Made, Promise Kept.**

Promise: Make the AFA Constitution, Bylaws and current contract available to all members through the AFA Website

Go to the myafaonline.org home page, click on documents. **Promise Made, Promise Kept.**

Promise: Build Relationships with Stakeholders

At the time we took office, our relationships with stakeholders at the college was at an all-time low. We promised to Build Relationships with Stakeholders. We promised to avoid conflicts and work to resolve conflicts through professional collegial dialogue when possible.

Once the stakeholders on and off campus became aware of who we are and our “New Day, New Way” of doing business, old relationships that were broken were repaired and new relationships were born.

As promised, we meet regularly with the college president to work out problems and to work with the college to improve the professional and academic environment that we come to each day. Our relationship with the NCC BoT is no longer caustic. Often the members of NCC’s Board of Trustees have expressed their pride and respect for who we are and what we bring to the campus. They recognize the efforts we make daily that add significant value to our students’ education.

Our relationship with the leaders of the NCCFT has never been better. Our efforts to work together during the Middle States crisis were instrumental in the college becoming compliant. Working collaboratively to raise funds for the NEST through our Comedy Fundraisers is a testament to the good work we now do for our students.

I am particularly proud of the relationship we have built with the CSEA leaders on and off campus that strengthens both unions. Their insight into the physical working of the college is invaluable. Their support of the Comedy Fundraiser for The NEST has contributed mightily to its success. **Promise Made, Promise Kept.**

Dear Adjunct,

Dear Adjunct,

Student enrollment at NCC is predicted to drop another six plus percent for the 2018/2019 school year. Not that long ago, our student enrollment was at 22,000+. Today it is at about 16,500.

The college and the county are in dire straits financially, and New York State/Governor Cuomo continues to show no interest in paying their fair share of our student's tuition.

Many community/two-year colleges across the nation without the protections our contract affords us, have an easy way out: terminate those who are highest on the pay scale, increase class size way beyond what is even close to reasonable, and pressure faculty to do what it takes retain students. WE ARE COMMITTED TO WORK AGAINST THIS HAPPENING AT NCC.

Our current labor contract will terminate on September 30th, 2018. It is imperative that we stay strong as we enter negotiations. Reaffirmation of your AFA membership will demonstrate to those sitting across from us at the negotiating table that you support our efforts to preserve and enhance the benefits and protections that are in place in our current contract.

Other

Our input on the Presidential Search Committee that brought Dr. Keen to NCC has been recognized and applauded by those who served on the committee and those individuals and groups

they represented.

We are recognized and applauded for the work we did to help bring NCC into Middle States Compliance. Our voices were heard and our contributions noted on the Middle States Coordinating Committee and a variety of subcommittees that worked to make us Middle States whole.

We now have a voice and a vote on the Academic Senate, are represented on the College's Sexual Harassment Committee, and we support the good works of The NEST Food Pantry and The Greenhouse NCC's child care facility. We work for and with our Veterans Club and have established a positive working relationship NCC's Alumni Association. We participated in the Dreamers Conference that brought 250 plus high school age dreamers to our campus in the fall of 2017.

Our Scholarship Committee has taken this effort to new heights. We have received more applications than ever before and have afforded adjuncts the ability to create and contribute to our scholarships through our website.

The Health and Safety committee meets monthly and as needed. All health and safety inquiries/issues from adjuncts are funneled to this outstanding committee and then are passed on to the Vice President of Facilities for disposition.

Over the past three years, we have established a positive working relationship with The NCC Foundation. We have attended and support-

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ed many of their events i.e. Men Who Cook – my salmon dish won first place in the spring of 2017, their golf outings, NCC Night at a Long Island Nets game, and have partnered with them and the NCCFT in the Comedy Fundraiser held at Governors Comedy Club in Levittown that benefits The NEST and The Greenhouse. We were especially gratified to learn that one of our own, Professor Michael McGinty, was elected and is currently serving as Chairman of the NCC Foundation’s Board of Directors.

MYAFAONLINE.ORG is a state-of-the-art interactive website, created and maintained by our Chief Information Officer that provides you with a plethora of information and enables you to connect with your union leadership as needed.

The *Vanguard* has grown in terms of content, tone, and look. It is distributed digitally, saving the union tens of thousands of dollars annually.

Nassau Community College Adjuncts are now eligible to receive SUNY’s Chancellor’s Award for Excellence in Adjunct Teaching. We have worked with the leadership of NCC’s Academic Senate to make this award available to our adjuncts. Currently 38 NCC adjuncts have been nominated for this award. A Saturday workshop was held for those adjuncts interested in apply for the award. Fifteen of the nominees attended. Two workshops were held by the Senate during club hour, seven adjunct nominees attended those sessions. We want to state that at the present time, there does not exist a Chancellor’s award for non-classroom faculty.

We created an office and conference room in C-Cluster, Room C2073 and C2077. Our Executive Board Meetings are held in our confer-

ence room as are our committee meetings.

I am available to speak with any adjunct via my email address: stefcarol7@aol.com or through my cell phone: 631-796-2115. Most emails and phone calls are responded to on the day they are received; virtually all are replied to within a day of the contact.

My rounds have enabled me to meet and establish relationships with elected and appointed county/state government officials. Many of these women and men attended our Spring Conference held in April of 2017. I take every opportunity to inform them of the good works that NCC does for students and the community.

I meet and interact with union presidents from across Long Island in an effort to show solidarity with them, to learn the good practices that strengthen their unions, and to garner their support if and when it is needed.

Stefan Krompfer
President
Adjunct Faculty Association

The Inside Scoop

A review of the events leading up to the formation of the AFA indicates great struggles and perseverance that has led to the great union we have today. The detailed history of the formation of our union will soon be available on our website. From the ongoing struggles for representation and the difficulties in obtaining certification through PERB; to the ongoing struggles with the then Faculty Senate; to numerous attempts to de-certify the union, our founding members fought the good fight on an almost daily basis because they knew that the adjuncts deserved better than what they were receiving. Their struggles were not in vain and on August 29, 1974, by a vote of 118 – 21, the AFA ratified the very first adjunct faculty contract in the United States.



Richard D. Erben

All that we enjoy today in our contract was the result of the exceptional efforts by our founders. Through the years, our contract has remained the gold standard of adjunct contracts all across our country.

Sadly, we are facing a well-funded and well-organized effort to dismantle public sector unions and, by extension, our rights and protections through collective bargaining. These efforts are playing out this very moment in the Janus v. AFSCME Supreme Court case. Interestingly, although well-funded and well-organized by very powerful and wealthy organizations/individuals, we have the unique ability to stop the progression of this “speeding locomotive” that is heading for organized labor.

In the same way that the AFA has always been there to protect and fight for our members, it will now be your support that is critical to our union’s continued existence. The membership re-affirmation projects that are taking place across the United States will blunt a negative decision by the Supreme Court. In fact, it is one of the best ways that we can save our union and, by extension, the benefits and protections we currently have. Since we have started this campaign, hundreds upon hundreds of AFA members

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The Inside Scoop

have re-affirmed their membership while hundreds of non-members have joined our membership ranks. If you have not yet re-affirmed your membership, please do so by filling out this very short form: <http://www.myafaonline.org/membership-application>. While we still have the chance, we must act to save the AFA, because a future without

workplace protections and benefits will be devastating. We owe this to our founders, to those who have served as stewards of our union, but most of all, we owe this to ourselves.

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

NYSTRS News Update

New York State Teachers' Retirement System Seminar

The AFA and NCCFT retirement committees are sponsoring a New York State Teachers' Retirement seminar. A representative from NYSTRS will discuss issues such as: membership rights and responsibilities, how to initiate the retirement process, transferring credit, your profile and service credit. The presentation will include an explanation of Tier V and VI. There will be time for questions. (No personal consultations will be provided.)

Date: May 14, 2018 (Monday)

Time: 5:00-7:00 pm

Place: CCB Room 251

Light refreshments will be available.

Please complete this form and return it to:

Margaret Renner, Ph.D.

AFA/NYSTRS Representative

Nassau Community College

Email: Profrenner@aol.com

margaret.renner@ncc.edu

I plan to attend: Name _____
Department _____
Contact Number _____
Email _____