



Summer Newsletter July 2016

Executive Board

President: Jodi Monday
Vice-President: Jeff Kass
Treasurer: Gregory Sims
Secretary: Jane Asher, Ph.D.
Member-at-Large: Jerry Sommerville

Grievance Officer: Jodi Monday

Be sure to visit our website at www.aafmcc.org. Here members can view the Contract, Constitution and Bylaws, officer and contact info. along with important union news and benefits.

Also be sure to "like" us on Facebook — just enter "AAFMCC" in search.

AAFMCC Mission and Purpose Statement

As the first all adjunct faculty community college union in the state of Michigan, AAFMCC exists and persists for the very same reasons upon which it was founded.

- [1] To end the sense of isolation and disenfranchisement many adjuncts experience by creating a deeper sense of community and support.
- [2] To create a more fair and harmonious working environment, not only between administration and adjuncts, but among adjuncts themselves.
- [3] To fulfill the promise of mutual respect and the recognition of the invaluable service adjuncts provide to higher education.
- [4] To erase the stigma of "casual and temporary labor" often associated with adjunct instructors while eventually achieving the parity and equity we deserve.
- [5] To enforce a fair contract, openly and mutually bargained, duly and democratically ratified by its members for the betterment of its members.

Your Voice Matters: Tuition Reimbursement Program Extended to Four-Year Institutions

In 2015, the Board of Trustees voted to establish and fund a program for MCC employees to take classes at universities and four-year institutions. This new, extra-contractual benefit was offered to all MCC full-time faculty and staff but not to MCC's part-time employees. Thus, in an effort to fight for parity and to maintain a professional educational community at MCC, AAFMCC launched a petition drive to extend these tuition reimbursement benefits to part-time faculty.

During the winter semester, AAFMCC officers, senate members, and volunteers collected more than 360 signatures, 80% of them from MCC adjuncts, for our Tuition Reimbursement petition. We want to thank everyone who signed the petition and offered their support for the cause. Our voices have been heard, and as a result of our successful petition drive and your interest and support for the program, AAFMCC was able to negotiate with MCC and revise AAFMCC's Tuition Reimbursement Program (TRP) from the 2012 – 2018 AAFMCC-MCC Collective Bargaining Agreement.

Under section 15.3 of the 2012 AAFMCC Contract, MCC granted \$30,000 to AAFMCC for the purposes of reimbursing union members to take classes at MCC. As of this summer, about half of those funds have been used, and we want to thank all those members who have participated. **Now, with the recent signing of a Letter of Agreement (LOA), AAFMCC members will have the opportunity to use the remaining funds for classes taken at all accredited colleges and universities.**

AAFMCC's New TRP at a Glance

For complete TRP guidelines and information visit www.aafmcc.org.

Who's eligible?	All AAFMCC members in "good standing"
How much can I be reimbursed?	\$250 per fall and winter terms (\$500 maximum per year.)
What courses are eligible for reimbursement?	For-credit or continuing education courses at MCC and for-credit courses at all accredited colleges and universities.
What grade do I need to earn in the course to be eligible for reimbursement?	You will need to receive a B- or better.
How do I apply for reimbursement?	You will have to fill out an <i>AAFMCC Intent to Register form</i> and submit it via email or postal mail no more than 10 days after the first day of class. Email the Executive Board at aafmcc@gmail.com (put TRP in subject line) or you can mail it to our P.O. Box (see address below).
How will the funds be awarded?	TRP funds are limited and are awarded on a first-come, first-served basis.
When will I get reimbursed?	You will be reimbursed 6–8 weeks after the class ends (AAFMCC needs to verify that you have registered and paid for the course along with verification of grade.)

New AAFMCC Executive Board Takes Office

In the spring, AAFMCC held its elections for officers. According to the AAFMCC Constitution and Bylaws, because there were no challengers, the candidates were elected by acclamation. The new Executive Board consists of the following individuals:

President:	Jodi Monday, MACA
Vice President:	Jeffrey Kass, History
Treasurer:	Gregory Sims, Chemistry
Secretary:	Jane Asher, Ph. D., English
Member-at-Large:	Jerold Sommerville, History

New terms of office began on May 1. We also want to take this opportunity to thank outgoing Treasurer Dr. G. Hossein Azarbayejani of the Physics Department for his 12 years of dedicated service to AAFMCC.

Announcing the New AAFMCC Family and Community Scholarship Programs

AAFMCC is proud to announce the creation of two new scholarship programs reserved for MCC tuition.

The first, the AAFMCC Family Scholarship, is for \$1000 per academic year (\$500 per fall and winter term) and is designated specifically for the child of an AAFMCC Member.

The second, the AAFMCC Community Scholarship, is also for \$1000 per academic year (\$500 per fall and winter term) and is designated for any member of the local community.

Scholarships are based primarily on merit, but special circumstances are also taken into consideration. To apply, please go to <https://macomb.academicworks.com/> and enter "AAFMCC" in the search box. Scholarships are managed by the MCC Foundation and paid through Financial Aid. Member-at-Large, Jerold Sommerville, will be chairing the Scholarship Committee. Please contact the union at aafmcc@gmail.com for more details.

Adjunct Instructor Gary Mitchell to Receive NISOD Excellence Award for 2016

Gary Mitchell, an AAFMCC member in the History Department, is being presented with a prestigious National Institute for Staff and Organizational Development (NISOD) Excellence Award. The NISOD Excellence Award, which recognizes community and technical college educators who have demonstrated an outstanding commitment and contribution to their students and colleagues, is granted to one MCC adjunct each year and will be formally presented at the Adjunct Honors Awards Dinner this fall. Gary has been teaching at MCC since 2008 and recently co-authored *Algonac and Clay Township* in the Images of America Series. On behalf of AAFMCC and the entire MCC Community, we want to wish Gary a heartfelt congratulations for his accomplishment.

Ongoing Campus Organizing

In the fall of 2015 with the financial assistance from our parent union, the American Federation of Teachers, AAFMCC hired Darius Goebel as our union organizer. Many of you have had the pleasure of meeting Darius or some of AAFMCC's organizing committee volunteers on campus this year, and we plan to continue such outreach in order to connect with our members and foster more face-to-face communication.

During the week of February 29 – March 6, AAFMCC organized its inaugural Adjunct Awareness Week, and we want to thank everyone who supported this event and united with fellow MCC adjuncts. Over the past few years, the adjunct crisis has been gaining national attention, and many adjunct unions at colleges and universities across the country have organized events similar to AAFMCC's Adjunct Awareness Week. We plan to make Adjunct Awareness Week an annual event, and with that being said, AAFMCC is always on the lookout for people who want to help build a stronger union. As with any adjunct union, it's often difficult to put a name and a face to the organization, but with the help of a few dedicated adjuncts, we can go a long way to remedy this issue. Those interested should contact the union at aafmcc@gmail.com or call 313-680-6435.

Bargaining Updates

One of the most important things a union does is bargain contracts to ensure the equitable and fair treatment of all its members. The current AAFMCC-MCC Contract is set to expire in August of 2018, and we hope to have a bargaining team in place by next spring in order to prepare for bargaining talks with the college. AAFMCC will solicit members to serve on the bargaining team as this time approaches. Also, before we begin the bargaining process, AAFMCC will distribute surveys to collect member opinions and feedback regarding key issues and priorities. In the coming months, you will receive bargaining updates in your email.

Explanation of Dues and Election of Fee Payer Option

In the fall of 2015, the Executive Board voted for a reduction in the member dues rate from 1.8% to 1.75%. Furthermore, HR/Payroll was instructed to no longer deduct dues from pay that was not earned from teaching classes assigned under the contract (eg. sub pay, attending department meetings, etc.). Agency fee payers pay 1.6%. While the agency fee payer rate is subject to change each academic year starting September 1, the member rate will not increase for the duration of the current contract that expires in 2018. All adjuncts made the choice of whether to be members or agency fee payers on their union form.

If you have not filled out a form, you need to do so as a condition of employment. If you need a union form or want to inquire about your membership status, e-mail the union at aafmcc@gmail.com, and we will send you the requested information or a membership form. Furthermore, any member who declared him/herself an agency fee payer and wishes to switch to a member may also obtain a new form at the e-mail listed above. Meanwhile, any member who wishes to become an agency fee payer may only change his/her status during a four week period from July 18 through August 15, 2016.