

VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College
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*WE CARE
About Our Students,
Our Members,
Our College!*



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From the President's Desk



Stefan Krompier

To say that the past year has been full of great challenges and obstacles that have pushed us to the outer brink of our patience would be a great understatement. I observed with great pride the manner in which all of you went to great lengths to make the necessary adjustments, in real time, to preserve the education of our students and assist them in the needed support services.

Your resiliency and ability to adapt “on the fly” was one of the shining moments in a year that was heavily clouded. Yet, as we approach Thanksgiving, there is much to be thankful for. I am thankful for being here to write this column and for you being there to read it. It is my hope that you remain well in the days ahead as we await a vaccine. I wish you and your families a happy, healthy and safe Thanksgiving.

Stefan Krompier
 President
 Adjunct Faculty Association

Message from the Vice-President



Scott Stark

A few weeks ago, you received an email from me asking you to report any payroll issues. First and foremost, we all deserve to get paid in a timely fashion and I have made our displeasure known at the highest levels of the administration. Looking at the issue from the “glass is half full” perspective (I have received a great education in that from Stephen Krompfer,) there were relatively few issues. I am happy to report that all the issues that I am aware of, have been resolved. Please contact me if that is not the case. I am working with the college to avoid these situations in the future. Please continue to verify your pay. Our pay rates are listed in our contract which can be found at www.myafaonline.org. If you are unsure of how to verify if you have been paid correctly, please reach out to your department representative, or me, for assistance.

In a very small number of cases of non-payment, the issue originated with our member. It turns out that they had incorrectly signed their contract. The college compounded the issue by not alerting the adjunct of this fact. I know that they are long and sometimes difficult to get through, but emails about the procedure for signing contracts should be read carefully to help avoid problems with being paid. I remember years ago, I handed my contracts to our department secretary and she informed me that I did not sign one of them (I know, not the brightest move!) That safeguard is gone. The electronic contract signing process does increase the efficiency of the process, but it also makes it easier for things to fall through the cracks. We need to do everything possible to help avoid any such situations. If you need assistance when it comes to signing your contracts, please do not hesitate to contact your department representative, or me, for assistance.

Another payroll issue that I heard about from several members was the college’s decision to change the pay dates for this semester. I understand their frustration. I do not foresee this happening again. I feel confident saying that the college will adhere to the announced pay dates in future semesters, as this was caused by the county’s decision to implement the new payroll

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Message from the Vice-President



Scott Stark

system. As a piece of good news, one of the desired outcomes of changing to online contract assigning is to speed up the process so we can get paid earlier in the semester. I will keep you updated on that process as it progresses.

As always, I am so proud to represent you. I will continue to advocate for your well-being at every turn. If I can ever be of assistance, please do not hesitate to contact me at scottstark27@gmail.com or at 516-859-0250.

Scott Stark
Vice-President
Adjunct Faculty Association

AFA Scholarship Donations

Help Support AFA Scholarships

Simply click the Amazon banner below and for every purchase that you make, Amazon will donate a percent of that sale to the AFA. 100% of the proceeds will go to fund the AFA scholarship program.

[Click here to shop Amazon and support the AFA Scholarship program!](#)

The Inside Scoop

Having been raised in a union family, the value of unions was instilled in me at a very young age. My grandfather was a member of the Uniformed Sanitationmen's Association and my father a member of the NYPD PBA. At the age of 16, I became a member of the CSEA and was in that union for many years. Today, I am an active member in the NC-CFT and of course the AFA.



Richard D. Erben

Almost six years ago, when I was asked to work with the AFA leadership, it was an incredible honor and privilege. These feelings were invoked in me not only because I would be working with the great leadership of the union, but also because I would be working for a truly incredible group of members. The extent of knowledge that our members have across so many disciplines is nothing short of remarkable.

When I joined the leadership team, I was asked to improve the union's technological infrastructure and create a comprehensive communications network. While working on these endeavors, the realization that the strength and success of any union is found in its ability to have a passionate and robust membership was constantly on my mind.

It was six years ago that the union had a contentious election. When that election ended and the dust settled, I recall describing the landscape as a ravaged, ash-covered land, where in the distance a flickering flame of passion still existed. I called upon the then 796 members to keep that flame burning until we could bring it to a raging fire of passion. I knew then that had that flickering flame exhausted itself, that darkness would forever fall upon the AFA. In the weeks and months that followed, evidence of that flame burning brighter and stronger was becoming evident. It was becoming more and more apparent that the spirit of the members would save and bring to new heights our great union, the AFA.

In the six years that have followed that time, that flame of passion has been growing steadily, despite organized and well-funded attacks against public sector unions. Our union family has grown from 796 to a staggering 1,812 members. To those of you who have heard

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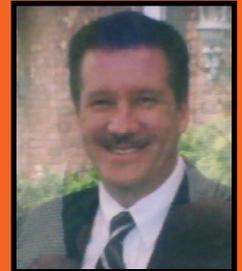
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The Inside Scoop

me speak at events, I often speak of my philosophy of unions and specifically the AFA. You, our members, are the union; each of you are equally important regardless of the position you hold or the length of time you have been at NCC and an attack on any one of us, is an attack on every one of us. These words are not canned language that I use; they come from my heart.

The AFA would not have been able to maintain and enhance our benefits without you. When we sit at the negotiations table, six of us represent the AFA but the other side see 1,812 members sitting behind us. When we represent members in grievances or charges, the other side does not see one or two AFA representing the individual; rather, they see 1,812 members sitting behind them.

I want to thank each and every one of you for supporting the AFA. As long as that fire continues to burn strong, we will continue to ascend the mountain taking our great union to new heights.



Richard D. Erben

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

Member Recruitment

The AFA wants you! Please consider joining with over a thousand of your colleagues in becoming an AFA member by visiting our website at: <https://form.jotform.com/nccafa1/adjunct-faculty-association-at-nass>

