

# VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College  
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**FROM THE  
PRESIDENT'S  
DESK**

*WE CARE  
About Our Students,  
Our Members,  
Our College!*

**SPECIAL  
EDITION**

**A Summer of  
Pressing Issues**



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# From the President's Desk



Stefan Krompier

I welcome you back for what I hope will be a fruitful college year.

Over the summer, I and your leadership team have been very active in promoting and protecting your best interests. The three issues/endeavors listed below required our immediate attention and action.

## On Campus Remote Teaching Requirement

Early this past spring, the college announced the policy requiring all classroom faculty who were to teach courses in the remote modality during the Fall 2022 semester to do so from on-campus locations. Immediately, it was obvious that this policy was wrong headed, especially as it applied to the college's adjunct faculty. Quickly, your Officer Team and CIO Richard Erben sprang into action. Within a week of the announcement, we wrote and submitted an extremely persuasive position paper to the college. It made a strong case that the requiring of NCC adjuncts to teach remote courses from on campus locations would impede, not enhance, student learning, severely hinder our adjunct's ability to teach remote courses effectively, and do harm to the college's reputation as a provider of a high-quality education to its students.

We presented the paper to the college with the request that the elimination of this requirement for NCC adjuncts become a negotiation item for our upcoming Labor Contract. The college agreed. As you have learned via the email we sent out over two weeks ago, we did reach an agreement with the college during contract negotiations that the on campus remote teaching requirement for adjuncts be eliminated for the 2022/2023 academic year.

## Contract Negotiations

We, your Negotiating Team – Scott Stark, Rosemarie Tavitian, Garry Ouellette, Richard

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## From the President's Desk



Stefan Krompfer

Erben and I – armed with the list of proposed additions, subtractions and modifications to what was then the current contract\* entered into negotiations with the College's Negotiating Team in early spring. Negotiations were tough. The College was clear; there was little money in their coffers for wage increases, while we were clear as well, presenting the notion that the current 9% inflation rate would require a double-digit percent wage increase to keep us whole in terms of real wages.

It was our belief that the College was for all intents and purposes “broke” and that negotiations would go nowhere if we insisted on what was even close to a fair percentage increase. Because of this, coupled with the need for an agreement by the beginning of the Fall 2022 semester in order to eliminate the on-campus remote teaching requirement for adjuncts, we asked for and agreed on a one-year contract that would go into effect on September 1, 2022. Because the agreed upon contract is for just one year, negotiations will begin again during the Spring 2023 semester, during which time we will push for a fair percent increase and more. Hopefully, with a new effective marketing plan that is spearheaded by newly hired marketing guru Rita Langdon; the declining economy and the huge spike in inflation will turn the enrollment decline into an enrollment incline that will put more dollars into the college's coffers.

### **SUNY's ORP TIAA Retirement Plan Requirement Debacle**

Through the grapevine and then from an adjunct who was retiring from their full-time teaching position at NCC, we “learned” that those full-time faculty members who opted for the SUNY ORP TIAA Retirement Plan when they were hired were being instructed that in order to receive their TIAA retirement benefit upon retirement from their full-time positions, they must retire from both their full-time and adjunct positions. The member who had received this mes-

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## From the President's Desk

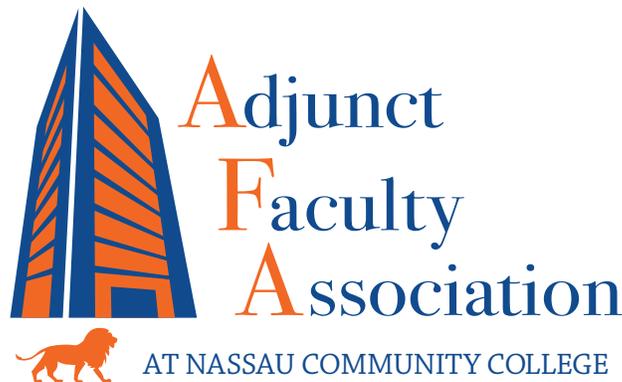


Stefan Krompfer

sage then informed me that the requirement did not exist, so I let the matter lie. In early summer, three more AFA members who were SUNY ORP TIAA Retirement Plan holders brought to my attention that they were being told by a variety of sources that in order to retire from their full-time work and to receive SUNY ORP TIAA benefits, they must retire from adjunct work as well.

After speaking with TIAA, a SUNY representative, and the college, there was no doubt that the requirement was real. With great expedience, we registered a complaint with SUNY that emphasized the unfavorable, to say the least, negative outcomes of this requirement to SUNY adjuncts, SUNY Institutions of Higher Learning, and students attending SUNY Schools. The college has expressed their concern with the negative impact of this requirement and are working to get the requirement eliminated.

Stefan Krompfer  
President  
Adjunct Faculty Association



\* These proposed additions, subtractions and modifications were gleaned from member input that we secured prior to negotiations.

