



Volume 44, Issue 3 - March / April 2015

# VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College

One Education Drive, Cluster F, Room 3249, Garden City, NY 11530

(516) 572-7294 | [www.myafaonline.org](http://www.myafaonline.org)

**SPECIAL  
EDITION**

## Exciting News Everyone!

This Special Edition of the Vanguard is a result of pushing back the March issue due to progress in contract negotiations which restarted March 5th. This issue contains important news concerning our contract and related vote, as well as the announcement and requirements for the upcoming election for the AFA Officer position of Treasurer. The Vanguard should resume for the month of May with its regular features.

Paul Guadagnino - Editor



## From the President's Desk



Stefan Kromprier

I am pleased to announce that we are positioned to sign a Memorandum of Agreement with the college for a new contract.

Our negotiating team consisting of myself, AFA Vice President Scott Stark, AFA Executive Board Member Robert Femminella, Chief Information Officer Richard Erben, AFA Consultant Robert Gaudino and our attorney Richard Betheil, met with the college's team on Thursday March 5th. NCC was closed that day because we were in the midst of yet another snowstorm. Each member of both teams was adamant that negotiations needed to begin so we all fought through the storm and the meeting commenced promptly at 4 PM.

Even though most of the issues that were introduced by both sides when negotiations first started in 2010 were off the table, settling those that were left was no easy matter. As the evening wore on we reached an agreement on some minor issues. As time progressed a meeting of the minds on some major issues began to be reached. At about 9PM it became apparent to our side that it was possible to get an agreement that night. At 10:30PM, after two

rounds of intensive negotiations an agreement was reached that we, your negotiating team, believe is worthy of your consideration for ratification.

As you well know the wording and phrasing of the MOA must be reflective of the verbal agreement we reached so that our contractual rights and responsibilities are as we expect. Over the past thirty plus days our attorney has interacted with the college's attorneys on what seems to be a daily basis in an effort to obtain a written MOA that both parties could agree to. I am confident that the MOA I will present to you on Friday afternoon is reflective, both in form and substance, of the verbal agreement we reached on March 5, 2015.

For the contract to take force the Nassau County Legislature must vote on its approval; the Nassau County Executive must sign it and of course you, our membership, must approve it. On Saturday April 25th we will hold two membership meetings at the college where the specifics of the proposed contract will be presented to you. At these meetings you will be given the opportunity to ask questions and to raise your concerns regarding the contents and implications of the proposed contract.

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# From the President's Desk

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Both I and the Executive Board are strongly committed to my campaign pledge that every voice must and will be heard especially in matters of importance such as we now have before us. We feel that no AFA member in good standing should forfeit his/her ability to cast a yea or nay vote to accept the contract proposal because he/she is unable to attend a ratification meeting. The meeting will be videotaped and the video file and the MOA will be emailed to all AFA members who could not attend the meeting.

**AN UP OR DOWN VOTE WILL NOT BE TAKEN AT THAT MEETING.** During the week following the General Membership meeting the company Electionbuddy will conduct the actual up or down vote electronically. The company will email a ballot to each AFA member who is eligible to vote as per the AFA Constitution.

Electionbuddy is a recognized neutral elections operator. Its clients include Yale University, Harvard University, SUNY Downstate, The University of Maryland and

many large private organizations as well. The company uses state-of-the-art security including 256-bit encryption which is the same security used by major banks across the nation. In addition each ballot sent is key coded with a unique number. Once a vote is cast that unique number is retired making it impossible to cast another vote with that key.

I, your Executive Board, and your negotiating team look forward to presenting the proposed contract to you at the two General Membership Meetings being held on Saturday, April 25th. The room will be setup with a microphone so that all members who want to ask questions or express an opinion will be

heard throughout the room. I, your Executive Board and your negotiating team look forward to meeting with you and answering your questions regarding the MOA and other matters of importance to you.

Sincerely and in Solidarity,  
Stefan Krompier  
AFA President



# What's New

Dear Colleagues,

By now you should have received an email informing you that you are a member in good standing and a certified member of the electorate who is eligible to vote in the upcoming Treasurers election.

In the event that you do not receive a certification email and believe that you meet the requirements, please contact me immediately. Certification emails were sent to the email address that we have on file for you. Most of you will have received these emails at your NCC email address unless you have furnished me with your personal email address. Be sure to check your spam/junk folder prior to contacting me. The actual election will be conducted by a professional election company that sends ballots via email. The email address that the ballot goes to will be the same email address that this notice was sent to.

The AFA Treasurer election is commencing during the Spring 2015 semester with a Call for Nominations. Therefore, this election is using the current Spring 2015 semester electorate for the purpose of the actual vote.

## VOTER ELIGIBILITY CRITERIA:

Voter eligibility is solely based on the criteria outlined in the AFA Constitution.

1. Must be an AFA member in good standing and not be in arrears.
2. Must be working at the time of the election, on release time, or on special assignment for the union OR (under the recently passed voting rights amendment) must have worked 2 or more semesters during the previous academic year 2013/14.

Richard D. Erben  
Chief Information Officer  
Adjunct Faculty Association



# MEMO

## IMPORTANT MEMO FROM THE NEWLY FORMED AFA ELECTIONS COMMITTEE

### Nassau Community College Adjunct Faculty Association

**TO:** All AFA Members

**FROM:** The AFA Election Committee

**DATE:** April 13, 2015

**SUBJECT:** NOMINATIONS FOR AFA TREASURER

The previous elected candidate for Treasurer declined to assume the position in December 2014. After careful analysis of the AFA Constitution, the Executive Board determined that a new election for the office of Treasurer must be held. At its regular meeting in January of 2015, the Executive Board voted unanimously to hold a new election to fill the Treasurer's position. We the Elections Committee of the Adjunct Faculty Association, as instructed by the Executive Board, officially and formally announce that an election for AFA Treasurer will be held on or about May 27, 2015. The term of office will be effective immediately after the results of the election are verified through December 31, 2016.

**To become a candidate for the office of AFA Treasurer the following is required:**

- Copy and print the Nomination Petition form which can be found on the AFA website, <http://www.myafaonline.org/#!/forms/c1k6l> using the Nomination Petition button. The Nominations Petition is reprinted in this newsletter.
- Secure 25 dated signatures of AFA members in good standing (we suggest that you use multiple forms and get more than 25 signatures to be sure you reach the required 25 signatures of members in good standing). Signatures acquired prior to the date of this notice will not be accepted.
- Each candidate may submit a typed statement of no more than 250 words, which will be published in the Vanguard, placed on our website and sent via email to all members

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in good standing. Statements should be sent to Richard Erben at [admin@myafaonline.org](mailto:admin@myafaonline.org)

- Completed petitions must be postmarked by May 13, 2015 and mailed to:

Elections Chair: Rosemarie Tavitian  
c/o Adjunct Faculty Association,  
P.O. Box 452  
Rockville Center, NY 11571-0452

## **PETITIONS POSTMARKED AFTER MAY 13, 2015 WILL NOT BE ACCEPTED**

### **Requirements to Run for AFA Office:**

- The AFA Constitution, Article V, Section 3, states, *“a candidate must have been a member in good standing for one year prior to running for office. The candidate must be a working Member, or on release time, or on special assignment for the AFA at the time of the election.”*

### **Treasurers Duties:**

ARTICLE VI, Section 3 states: The duties of the Treasurer shall be:

- a) to serve as custodian of all union funds.
- b) to receive, record and deposit in the name of the union all monies from dues and other sources.
- c) to submit to the Executive Board for approval an annual budget.
- d) to pay all bills authorized by the adopted budget, turning over to the Financial Secretary all vouchers and/or invoices. Expenses not authorized by the adopted budget must be presented to the Executive Board for approval.
- e) together with the Financial Secretary to prepare and submit to the Executive Board and the Representative Assembly required financial statements for the union, including statements of assets and liabilities.

*The next page is a reproduction of the Nomination Petition for this special election only.*

# Adjunct Faculty Association

AT NASSAU COMMUNITY COLLEGE  
GARDEN CITY, NEW YORK 11530

## Nomination Petition

We, the undersigned members of the Adjunct Faculty Association,  
hereby nominate \_\_\_\_\_  
for the position of \_\_\_\_\_  
(position)  
Department \_\_\_\_\_

Petition Postmark Return  
Deadlines:

Department Reps:  
Officers: **MAY 13, 2015**  
Exec. Board:

**Required Signatures:** Officers & Executive Board: 25 signatures of AFA members.  
Dep. Rep.: 10% of AFA members in the department.

Mail to: Election Chair: Rosemarie Tavitian,  
c/o Adjunct Faculty Association,  
P.O. Box 452 Rockville Center, NY 11571-0452

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