

From the President's Desk



Stefan Kromprier

Negotiations

Contract negotiations will restart on March 5th. It is our hope that an agreement can be reached that recognizes and rewards the contributions Classroom and Non-Classroom adjuncts bring to NCC students on a daily basis.

The \$1000 Fines

As you know, the \$1000 fines for not picketing during the strike were rescinded by a unanimous vote of the Executive Board. Arthur Friedman is Chairing the Constitution/Bylaws Revision committee. I suspect that one of the first orders of business for that committee will be a recommendation to remove Article 12 Section 1 from the bylaws.

Officers Compensation

After a thorough review of the books, it was determined that the former President received compensation of \$172,954 during 2014. The Executive Board approved the President's salary of \$97,000 for the year 2015. The Financial Secretary's compensation for 2014 was \$29,670. Because most of the functions of this position will be accomplished digitally, resulting in the elimination of a great deal of work, the salary for the Financial Secretary's position for the year 2015 will be \$5,000. The Vice President's salary of \$71,877, the Recording Secretary's salary of \$37,155 and the Treasurer's salary of \$47,920 will remain the same for 2015. All salaried/compensated positions are still under

review and further adjustments will be made as needed.

Vanguard Editor

Upon my recommendation, the Executive Board appointed Paul Guadagnino as Vanguard Editor. The former Vanguard Editor Charlie Loiacono received \$12,000 in 2014 in addition to his regular compensation for his work on the Vanguard. Paul's compensation has been set at \$500 per month.

I applaud Paul's work. The first two editions of the Vanguard are a testament to Paul's expertise and creativity, as is the new AFA logo he created.

Cost to Print and Distribute

An analysis of the cost of printing and mailing of the Vanguard for 2014 was \$41,291. Because we went to electronic distribution of the Vanguard, this expense is reduced to virtually "zero."

Chief Information Officer

On my recommendation, the Executive Board created the position of Chief Information Officer at a salary of \$38,000 per year. The reduction in the cost of printing and mailing the Vanguard more than pays this salary. Richard Erben was appointed to this position. Richard has created our website, which includes a link to our Facebook page and a private and secure member group. Likewise, Richard has digitized old documents and made them accessible on our website.

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Richard Erben continually monitors and updates the website with news and relevant information. Moreover, he has created our own union mailing lists so that we can communicate with all 3,100 adjuncts without the need to use NCC lists. He continually maintains and updates these lists as necessary. Rich also maintains and edits our new member registration files, including accurate mailing addresses, email addresses and correct member status information. This electronic registration system allows us to immediately: determine one's membership status, identify voting members, provide departments with department specific information, determine who worked during what semesters and a host of other queries. He also oversees the production of the Vanguard. He caucuses regularly with the President and the entire EB.

Financial Record Keeping and Reporting

Michael Zartler of the History Department has been put on special assignment to convert our financial record keeping and reporting to a Quick Books format. A major benefit of this conversion is that we will have the capability to report income and expenses in clear detailed statements that show how your dues are being spent.

Adjuncts in Arrears Paying Dues

An effort to contact those members who worked and did not pay their dues, when the AFA lost the right of check-off, will be implemented as soon as we have an accurate list. These members will be given the opportunity to make payment so that they regain member-in-good-standing status.

Special Elections for Vacant Positions

The office of AFA Treasurer is open. Once those in arrears for dues payment (see above) are identified and given an opportunity to pay the dues they owe, a list of members in good standing will be generated and an election for AFA Treasurer will be held. Former Treasurer Gene Decker

has graciously agreed to perform the duties of Treasurer until an election can be held. If you are interested in running for the Treasurer's position, go to myafaonline.org, click on documents and then on Constitution, Article 5. To learn more, click on bylaws and go to Section 6. Representative seats in five departments are currently open. Elections for these positions will be run concurrently with the election for AFA Treasurer. Philip Pecorino of the Philosophy Department will Chair the Election's Committee.

Recruiting Non-Member Agency Fee Payers

Our campaign, "Have a Voice, Have a Vote" to convert non-member agency fee payers into AFA members began on February 11th. In addition to sending emails to all non-member agency payers, a card containing the benefits of membership will be distributed by the Department Representatives to the agency fee payers in their respective departments. The additional cost of being a member is \$15 per working semester. To date, 81 agency fee payers have joined the AFA. Many of our new members thought they were members. To join the AFA, one must go to myafaonline.org and click the "Click Here to Become a Member" button. It is fast and easy to do.

AFA Scholarships

Ruben Friedman will continue to Chair the AFA Scholarship Committee. The process for applying for a scholarship has not been altered. If you are in need of an application for a student, applications can be found in an envelope attached to the wall next to the door of the AFA office F3249. The applications are available throughout campus and can be downloaded on the adjunct website myafaonline.org. The deadline for submission is March 9th.

Grievance Chairperson Appointed

Upon my recommendation, Garry Ouellette from the Music Department was appointed Grievance Chairperson.

Stefan Krompfer
AFA President

Message from the Vice-President



Scott Stark

As your Vice President, my main responsibility is the administration of our contract. In order to do this effectively, I rely heavily on the Department Representatives to keep me abreast

of what is happening in each department regarding our contract. I am happy to report that our DR's are performing well. Because of their dedication and hard work, assignments and contract signing went off with almost no concerns.

While I would like to report that we have no issues pending in regards to the administration of the contract, that isn't the case. With over 1,400 adjuncts working this semester, the three issues we are dealing with are a relatively minimal number. By no means am I implying that these issues are less than important. I am just reporting that, on the whole, the contract issues are miniscule.

I would like to acknowledge the assistance that Bob Guadino has given me over the past two months I have been in office. His advice and counsel have enabled me to hit the ground running. Bob has signed on as an advisor, and I look forward to drawing on the wealth of experience he brings to the table.

As we all saw last month, the "new" Vanguard

is a breath of fresh air. I want to publicly congratulate Paul Guadagnino for the great job he did with the redesign of the Vanguard. I also look forward to his informative and relevant editorials. It is great to have Paul on the team. Not only has the Vanguard become the communication vehicle it was always meant to be, but it looks great, too!

As you witnessed over the past two months, Richard Erben, our Chief Information Officer, has created and implemented many new technological innovations in the areas of record keeping and interactive communication. I cannot thank Rich enough for his great work. He has done a phenomenal job, and I know he will continue to amaze!



As I said in the past, it is the AFA membership, individually and collectively, who are the true leaders of our association. It is your brilliance and the collective brilliance of all adjuncts who are taking the AFA to new heights. I look forward to meeting more of you and hearing from you. Please don't hesitate to

contact me if you have any issues or questions. You can call me at 516-859-0250 or email me at Scott.Stark27@gmail.com, or at Scott.Stark@NCC.edu.

Thanks, once again, for the honor and privilege of serving as your Vice President.

Scott Stark
AFA Vice-President



What's New

Last month, I focused on technological and communicative upgrades that were created on the user-end. This month we will go “behind the scenes” and take a look at upgrades and improvements that have taken place on the back-end.

To start, we must ask ourselves, “When is the dissemination of information not good?”. The answer is, “When that information is inaccurate.” We witnessed many discrepancies regarding member status, mailing addresses and voter eligibility. Often, if the magnitude of errors is substantial, it is more effective and efficient to purge those records entirely and start over.

The first course of action was to obtain an official list from the college which outlined everyone’s member status and official address. The list also contained departments, N numbers, etc. This list is accurate since payroll checks are mailed to the addresses on this list. Additionally, the member status on this list is the status that the college uses to determine dues deductions. Therefore, that makes this list the master list since it has a very high degree of accurate information.

However, this list is not complete for our purposes. The list also needs to include assignments by semester. Additional official lists were requested from the college which display who worked each semester going back to the beginning of the 2013/14 academic year.

Finally, it was necessary to examine many files to determine who failed to mail in dues during the loss of check-off. Consequently, an Arrears column was added to our spreadsheet. I then programmed the spreadsheet using the AFA Constitution’s voting guidelines to automatically generate an eligible voting pool at any given time. In summary, we have a list that is capable of immediately determining a member’s status, creating a voter eligibility list, and targeting a group of adjuncts by department or identifying adjuncts in a particular locale. All of these are critical for the purposes of political action.

This is why I always state that technology is the infrastructure of 21st century communication.

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

Did you Know? Any AFA member in good standing can attend the AFA Executive Board meetings!

AFA President Stefan Krompier informed adjuncts, in an e-mail, concerning the result of the Executive Board meeting:

"I am extremely pleased to announce on this day, February 9th, 2015, that the AFA Executive Board voted unanimously at its February 7th, 2015 meeting to rescind the \$1000 penalty on all members who did not picket during the strike held in September 2013.

STEFAN KROMPIER
AFA PRESIDENT"

On February 12th, via e-mail, AFA President Stefan Krompier stated the following concerning February 25th "National Adjunct Walk-Out Day":

"We, the adjuncts at Nassau Community College, have what most adjuncts around the country long for - a certified union that has brought us a seniority system that for the most part works and a grievance procedure that enables us to address most of the wrongs we experience.

Today, as we do every day, NCC adjuncts will "walk in" to their classroom/non classroom teaching environments, our heads held high, and continue to educate

our students with pride and dignity.

The best way to participate in the effort to help adjuncts around the country, who struggle each day, is to support and participate in our effort to build an even stronger union that will serve as a model for our adjunct colleagues across the country."

Summer Adjunct Availability

Summer 2015 Adjunct Availability opened on Tuesday February 24, 2015 and closes on Tuesday, March 24, 2015 at 4pm.

AFA Scholarship

The deadline for the AFA student scholarship is Monday March 9th.

AFA Meeting Dates

Executive Board: April 11th
EB+RA - March 14, May 9
RA - August 15
General Membership- TBA

Email Update from NCC ITS

"An update from Micro-

soft will require us to modify our email system on March 10th, 2015.

How this affects you!

IF your email and Portal passwords are the same, no further action will be needed on your end.

IF you access your email exclusively through the Portal, no further action will be needed on your end.

IF your email and Portal passwords are different AND you access your email using a local email application such as Outlook or Mobile applications, you will have to enter your Portal password into the email applications.

If you have any questions or concerns, please contact the NCC Helpdesk at 516-572-9980 or Open a helpdesk ticket by emailing helpdesk@ncc.edu

Notes: This change doesn't affect students.

After this change your NCC email password will be the same as your portal password."

NYSTRS Seminar

On the next page, there is a reproduction of the flyer for the jointly sponsored AFA and NCCFT New York State Teachers' Retirement System Seminar.

New York State Teachers' Retirement System Seminar

(AFA/NCCFT Sponsored Event)

A representative from the NYSTRS will present a seminar for active and *recently* retired members Thursday, May 14, 2015 at Nassau Community College in the CCB Bldg. Room 251 from 5:00-7:00 p.m. The agenda will include an explanation of recent legislative changes, the Benefits Profile, and Tier Benefits.

Please indicate whether you will attend by mailing your response to:

**Peg Renner
AFA NYSTRS Retirement Representative
Suite # 108
4940 Merrick Road
Massapequa Park, New York 11762**

Or

E-mail: Profrenner@aol.com

AFA/NCCFT Response:

I plan to attend the seminar.

Please print your name, department and e-mail address.

Name: _____

Department: _____

E-mail: _____

LETTERS TO THE EDITOR

Here is a sight some thought they would never see. A “Letters to the Editor” section in the Vanguard! Where there is a will, there is a way! Only for the sake of time, space, and clarity, I might edit your letters.

-Paul Guadagnino - Editor of the Vanguard



The views and opinions contained in the “Letters to the Editor” section are solely those of the author. The posting of such letters does not indicate the agreement with the contents by the AFA, its officers, representatives, chairs, employees or associates.

Letters to the editor should be 200 words or less and related specifically to the Vanguard and/or the AFA. Emailing your letter to admin@myafaonline.org indicates your agreement to having your letter put on the AFA website at myafaonline.org and/or published in the Vanguard. Prior to publication, all letters will be verified through your official e-mail address. Send to admin@myafaonline.org, or by snail mail to: One Education Drive, Cluster F, Room 3249, Garden City, NY 11530

Note: As per Art Cohen’s request in the previous ‘Letters to the Editor’, I have added the Summer Adjunct Availability dates in the AFA News section, page 5.

Correction: I incorrectly labeled the January issue as “Volume 42.” Last year’s Vanguard was Volume 43, so to reflect this I have corrected this issue to Volume 44.

Wonderful first “new” vanguard --great to see one without vitriol. I hope the officers when they reexamine the union’s constitution and by--laws look at executive salaries and term limits. We don’t need any more demagogues.

Max Schrier

Dear Max,

Thanks for the compliment, Max! President Krompiewski asked, in a January 13th e-mail to all adjuncts (re-published in the Vanguard, Volume 44, Issue 1, page 5), that anyone with suggestions for the Constitutional Committee should send them directly to him: “We ask you to participate in the review and to make suggestions for change. To do this, go to our new website myafaonline.org, click Documents, click Constitution, then copy and paste the section you want changed or eliminated to an e-mail addressed to stefcarol7@aol.com with the newly worded section. If you want to eliminate a section without a change, just tell us to eliminate no change needed.”

Dear Stefan and the Executive Board, Rich, and Paul,

THANK you all so much for a terrific edition of the Vanguard. Finally...a respectful, intelligent, informative, and inclusive communique! In a very short period of time, you all have made great strides in communication to us and in dealing with many important issues. I am sure that this is appreciated by the membership.

Sincerely,
Maria Fausto

Dear Maria,

Your support is appreciated! Thank you!

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LETTERS TO THE EDITOR

Paul Guadagnino - Editor of the Vanguard

...continued from page 7.

I believe most of us are impressed by the new leadership of the AFA and how quickly they have worked to tackle long-standing issues.

Some of us are hearing rumors of gross mismanagement and neglect of obligation by the former AFA leadership, recently uncovered by the new officers and board members as they try to move forward.

If there were past violations of trust, we should know about them, and appropriate action should be taken.

I ask the new leadership to consider coming forward with this information, Members have a right to know.

My best,

Angela. D. Danzi, Ph.D.
Adjunct Associate Professor
Department of Sociology

Dear Angela,

I believe your letter speaks for itself. Thank you.

The AFA negotiation team should include in its current contract demands that any and all negative information in adjunct personnel files related to the strike must be removed.

The penalty for those who did not strike has been waived and with good reason. So too now all penalties for those who did strike should be removed. It would be good, at the very least, to tell the members that it was an item on the list of demands and that the leadership made this effort.

Philip Pecorino

Dear Philip,

I agree with your sentiment. Just keep in mind that neither side gets something for nothing in negotiations. What would the AFA have to give up in exchange for removing said letters?

Note from the Chief Information Officer: A recent e-mail was sent to all adjuncts reiterating the various avenues available to them for sharing their opinions and suggestions. The negotiation process will resume on March 5th. The key word here is resume. There will be some adjustments in our proposals to the college. However, because we are in the later stages of negotiations a litany of new requests is not appropriate.

Dear Friends,

The assault on the liberal arts both nationally and here in New York State must concern us all, as educators and as citizens. In his 2015 State of the State address Governor Cuomo made it clear that the liberal arts at our community colleges were endangered. He stated:

“We also have significant reform for our community college system. Our community college system in many cases is charging students exorbitant tuition, running up debt, giving them training and education for jobs that don’t exist... More...community college system where successful is turning into a training program, almost an apprenticeship program, for a specific industry, that part of the training is they design what they need... you go to that community college, you get that degree, you come out, you graduate, you go right in to that company, and that’s what we have to be doing with our community colleges...”

This proposal will limit choice for the more than 239,791 SUNY students (or 52% of all SUNY students) who attend our community colleges. These students, pre-

LETTERS TO THE EDITOR

Paul Guadagnino - Editor of the Vanguard

dominately from under-resourced and minority communities, will be deprived of the type of educational choice and opportunity afforded their better-financed counter-parts at four-year institutions. This will be the first step towards the creation of a separate but unequal post- secondary educational system.

The fall out from this “reform” will not stop there. It will put a period on jobs, both adjunct and full-time, for countless educators who have dedicated their lives to offering opportunity to all those seeking education.

Please join your colleagues and friends and sign the Nassau Community College AAUP Advocacy Chap-

ter’s (NAAC) petition calling on Governor Cuomo to uphold the principles of higher education for all. Go to: <http://tinyurl.com/letter-to-cuomo-2015>

Thank you-

Faren Siminoff, JD. PHD

Proud AFA Member

Vice-President, Nassau Community College AAUP Advocacy Chapter

Editorial by Paul Guadagnino

The AFA Google Group Forum/Email Server

Having modern digital communications that are not reliant on using NCC’s e-mail system is important, and is something AFA members have been asking for. Richard Erben, the AFA’s new Chief Information Officer, has done something quite smart in providing us with an e-mail list server in combination with a website forum via a “Google Group”.

A Google Group essentially acts like a typical website forum, where members can make posts and can reply to posts. Any posts or replies made in the AFA Google Group forum are automatically sent across the AFA e-mail list to let members know something new was posted. The reverse is also true: If you send out a new e-mail using the Google Group server address, an e-mail is sent to everyone on the list and Google automatically creates a new forum post on the website based on what you wrote. Google follows the same procedure when anyone replies on either the website or in an e-mail.

What I am attempting to explain is the benefit of there being no difference which way members choose to interact: e-mail or a forum post on the website. Both ways generate the same result automatically: an e-mail across the list AND a post on the forum. As such, members can now use whichever they are more comfortable with: e-mail or the Google Group forum on the website. Either way, they will never miss out on any communication. Another benefit to keep in mind is that Google Groups is relatively low cost, if not free.

The directions for joining the AFA Google Group forum are on the AFA webpage at the top; just click on the button called “AFA Forum” and follow the directions. It does require registration and having Rich approve that registration. E-mail Richard Erben at admin@myafaonline.org if you have questions.