



Summer Newsletter July 2017

Executive Board

President:	Jodi Monday
Vice-President:	Jeff Kass
Treasurer:	Gregory Sims
Secretary:	Jane Asher, Ph.D.
Member-at-Large:	Rick Fenwick Jr, Ph.D.
Grievance Officer:	Jodi Monday & G. Eric Winston

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.

Operation CBA 2018: Bargaining Work is Underway!

The current AAFMCC Contract with MCC expires in August of 2018, and that means that this will be a busy yet exciting year. There is power in numbers, and the strength of our new contract is dependent on your involvement and support. Adjuncts make up the majority of the teaching staff at MCC, and it's time for unity, for action, and for genuine change. MCC's students wouldn't be successful without the 632+ of us who instruct, mentor, and inspire them. MCC thrives because of us. Our 2018 contract must reflect our significance and must account for the value that we bring to our students and to our institution.

In May, The AAFMCC Executive Board circulated a call for interested bargainers, and we now have a bargaining team in place for upcoming negotiations. The team will consist of the following five bargainers: Ranae Ikerd Beyerlein, Ph.D. (Biology), Rick Fenwick, Ph.D. (Psychology), Jeffrey T. Kass (History), Jodi Monday (MACA), and Greg Sims (Chemistry). Yvette Griffin, Ph.D. (Information Technology/Microsoft Office) will serve as our alternate bargainer. Ginger Roehr from ATF Michigan will also be assisting us in our bargaining efforts, and Jane Asher, Ph.D. (English) will be serving as our researcher.

The Bargaining Team had its first meeting on June 19th and plans to begin bargaining talks with the college at the beginning of the Fall 2017 Semester. This will be the most important negotiation since the inaugural contract back in 2004, and we are dedicated to making significant improvements for MCC adjuncts. The Executive Board will be circulating several surveys and will be holding meetings in order to determine our bargaining priorities and to ensure that our bargaining efforts reflect the desires of our members. Please look for these surveys in your MCC e-mail, take the time to fill them out, and make an effort to attend a meeting this year. Our union is nothing without its members.

Looking to Make a Difference? Consider Serving on AAFMCC's Committee Team

We are still looking for dedicated members to help with organizing and other union duties. All Committee Team Members are paid a stipend, and only full members of the AAFMCC are eligible. Any interested members should contact AAFMCC President Jodi Monday at 313-680-6435 or email the union at aafmcc@gmail.com.

AAFMCC Tuition Reimbursement Program (TRP)

Our Tuition Reimbursement Program (TRP) has been expanded to reimburse members for classes taken at any four year accredited institution in the United States as well as classes taken here at MCC. The cap for reimbursement is a maximum of \$1000 (\$500 per fall and winter semesters). We encourage members to take advantage of this opportunity. Program information is available at <http://aafmcc.mi.aft.org/resources/aafmcc%E2%80%99s-expanded-tuition-reimbursement-program-trp>, or you can email Jeff Kass at aafmccvp@gmail.com for more details.

AAFMCC Gives Back to Students: AAFMCC Family and Community Scholarship Programs

At the start of the 2016 academic year, AAFMCC established two scholarships: a \$1000 AAFMCC Family Scholarship (open to any child of an AAFMCC Full Member) and a \$1000 AAFMCC Community Scholarship (open to all MCC students). The 2016-2017 scholarships were awarded to Stefan Vojnovski (Family Scholarship) and Brianna Tosto (Community Scholarship). Please join us in congratulating these accomplished recipients.

The Scholarships for the 2017-2018 year have been posted to MCC's OASIS site, and the deadline for applications is September 29, 2017. Go to www.macomb.academicworks.com and simply enter "AAFMCC" in the search box to apply. Please direct your questions to AAFMCC Vice President Jeff Kass at aafmccvp@gmail.com or call 313-680-6434.

Organizing Update

AAFMCC plans to enter its next organizing phase in the 2017-2018 academic year as part of our ongoing effort to improve communication between the union and its membership. The Executive Board is in the process of hiring a full-time organizer whose employment will begin this September. Any adjuncts who wish to help out with organizing activities, even if only for a couple hours a week, should contact the union at aafmcc@gmail.com or call 313-680-6435. As with all union positions, only full members of AAFMCC are eligible.

Currently, AAFMCC has 632 active members.

Appointment of New Member-at-Large

Rick Fenwick Jr., Ph.D. of the Psychology Department has been appointed as AAFMCC's new Member-at-Large. Rick has a broad background in both union activities and teaching, and he is a great asset to our leadership team. Please join us in welcoming Rick to the AAFMCC Executive Board. Learn more about Rick by visiting www.aafmcc.org.

Executive Board Appoints Second Grievance Officer

We are pleased to announce that G. Eric Winston will be serving as AAFMCC's second Grievance Officer beginning at the start of the Fall 2017 semester. Eric has been teaching economics on both campuses and online since 2010 and has also taught at Oakland Community College, Baker College, and Wayne County Community College. Eric currently volunteers as a board member for OperationABLE and has previous managerial experience in the financial sector. Eric is committed to diligently working with our members to ensure that their concerns are heard and that their issues are resolved. We are looking forward to working with Eric and are confident that he will make a strong addition to the AAFMCC team.

Explanation of Dues and Election of Fee Payer Option

It is required that all MCC Adjuncts fill out a union form declaring themselves a full member of AAFMCC or an Agency Fee Payer. Full members pay a dues rate of 1.75% while Agency Fee Payers pay a rate of 1.6%. Full members enjoy certain union rights and benefits including the right to vote and participate in union meetings, eligibility for union posts, and participation in the AAFMCC Scholarship and Tuition Reimbursement Programs.

If you have not yet filled out a form, you need to do so. If you need a union form or want to inquire about your membership status, e-mail the union at aafmcc@gmail.com so that we can verify your union status and send you a membership form if needed. Furthermore, any member who declared him/herself a fee payer and wishes to switch to a full member may also obtain a new form at the e-mail listed above. Meanwhile, any full member who wishes to become a fee payer may change his/her status any time between July 24, 2017 and August 18, 2017.