



THE ADJUNCT ADVISOR

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Joining the Union

Although adjuncts are welcome to join the Camden County College Adjunct Faculty Federation at any time, representational dues are deducted at the beginning of the adjunct's second consecutive semester. **For info. on joining the CCAFF, contact Membership Chair Karen Feldman** at kfeldman@faculty.camdencc.edu.

You must join the union to participate in voting decisions and to be able to take advantage of AFT programs.

Battle Against Unions

One of the biggest battles in which Americans are involved is not in the Middle East or in Africa, but right here at home. It is a battle that is being held on two fronts: the disappearance of the Middle Class and the battle against unions.

The disappearance of the middle class is not the conscious result of a systematic attack on these Americans. We can point in many directions looking for why the middle class in America is diminishing. The recession, the loss of jobs due to outsourcing, the ascendancy of large business consolidation, the increase of consumer prices and the division between the haves and have nots have all played a role in this.

On the other hand, the war against unions is a well-orchestrated battle that has been systematically planned and implemented. At this point, twenty-five of America's fifty states have enacted "right-to-work" legislation. The espoused theory behind this is that in a "right-to-work" state, no one has to join a union in order to work.

Philosophical reasoning behind "right-to-work"

Those who espouse "right to work states" base their arguments on the idea that "right-to-work" will increase employment in the state and also increase workers' pay as these workers will no longer have to pay union dues. The argument goes that not only will workers have more money in their pockets, but that if a union does exist, they will get all of its benefits at no cost.

Unfortunately, for the workers these "benefits" are spurious. In a study by the Economic Policy Institute, researchers found that workers in "right-to-work" states make \$1,558 less than workers in comparable unionized states. This is 3.1 percent lower. The only ones who make more money are the company owners who can set wages anywhere they want without union argument. They can also skimp on other benefits that unions negotiate for workers. On the other hand, not everyone concurs that "right-to-work" laws bring business into a state. Some studies have found that the number of jobs is decreased in these states while others see them as promoting growth. Studies see the growth primarily in low wage jobs.

How did we get here?

1. **Taft-Hartley Act** (1947) amended the 1935 National Labor Relations Act by doing away with the "closed shop" in the public sector where only union members could work. The act says;
 - *The union collectively bargains for all workers, union and non-union alike.
 - *The union will represent the member and non-member in dealings with the employer
 - *Non-union members cannot be forced to pay for political activities of the union.
2. **Aboud v. Detroit Board of Education** (1977) upholds that the state may require public sector non-union workers to pay a representational fee to the unions with the exception of the money the union pays for political activity (agency fee).

One of the clauses of the Taft-Hartley Act allowed states to become "right-to-work" states. Soon after the law was signed, several Southern states did this. Although there may be some who philosophically agree with the concept of "right-to-work," the present push for states to become "right-to-work" states is based on something else. The **Citizens United v. Federal Election Commission** court decision ruled that political activity is protected under the First Amendment; consequently, corporations and unions could spend unlimited amounts of money on political activities as long as it was done independent of a party or candidate. The PACs satisfied that aspect of Citizens United. (continued on p.2)

Battle Against Unions (continued from p.1)

Since most union members vote Democratic, Conservatives look at destroying the power of unions as a way to dilute their political power. They have tried to do this in two ways. First they have tried to turn more states into “right-to-work” states by claiming that breaking unions would benefit the workers. Second they have worked through the legal system by challenging aspects of Abood.

1. **Harris v, Quinn:** The case dealt with home health care workers who worked under both private and public employers. They sued to not have to pay agency fee. The Court issued a narrow ruling dealing only with these workers rather than a more inclusive ruling. At the same time, the Court made it clear that there are questions about Abood that they would be willing to entertain if the proper case was brought before them.
2. **Friedrichs et al v. California T.A.** is a case tailor made to attack the provisions of Abood. The Supreme Court has already agreed to hear the case this Fall; the decision should come out Spring 2016. If the Abood decision is deemed unconstitutional, it would abolish agency fee.
3. **Bain v CTA** is the next case waiting in the pipeline to the Supreme Court. Bain says that even though teachers do not officially join the union, they should have **all** the rights of union membership including the right to vote on union matters and the right to all benefits full membership brings and not have to pay for them.

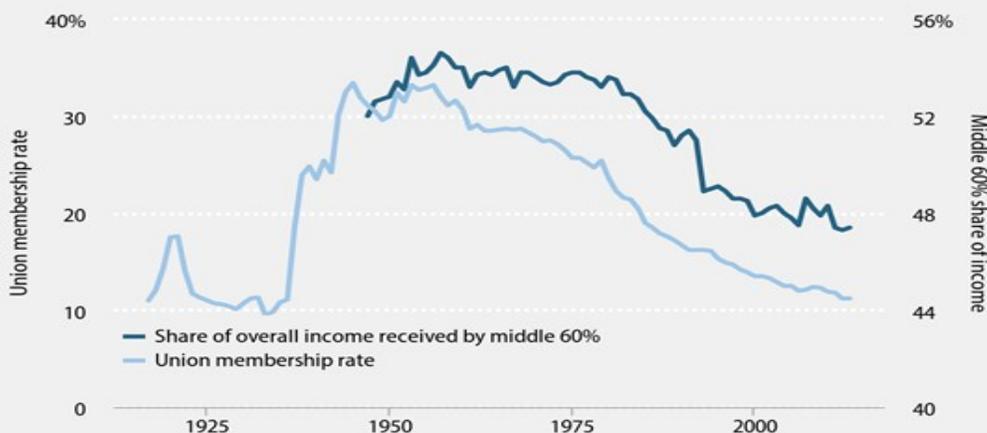
One thing is clear. As unions have decreased, so have the rights of all workers. Union membership increases not only the pay of union members, but also the pay of other workers in the area. With a weakening of unions we see less emphasis on safety in the workplace. There is also less attention paid to healthcare. As union membership declines, the share of income going to the top 10% increases. The chart below graphically demonstrates the relationship between the decline of unions and the growth of profits for the wealthy. It also shows how unions have sustained the middle class. Without unions we become a two caste America with the rich getting richer and the poor...

Friedrichs Case Supreme Court Timetable

Court accepted Friedrichs case	June 30
Opening brief due	September 4
Opposition brief due	October 25
<i>Amicus</i> brief due	November
Oral Argument	December/January
Decision	late March-end of June

Middle class incomes suffer without collective bargaining

Union membership rate and share of income going to the middle 60% of families



Source: Data on union density follow the composite series found in Historical Statistics of the United States; updated to 2013 from unionstats.com. Data on the middle 60%'s share of income are from U.S. Census Bureau Historical Income Tables (Table F-2)

ECONOMIC POLICY INSTITUTE

Musings.....Elaine Bobrove

I have been thinking a lot about means and ends lately...and unions.

Ever since our second union contract with the College we have been using win/win as a bargaining technique. In this kind of negotiation the two sides sit together and try to come to compromises that work for all concerned. This year is completely different. Since January we have been meeting with the College working on a contract renewal. We are working with a professional AFT organizer. The College Team sits at the other side of the table accompanied by two lawyers—one from the College and one from the county. We are dealing with a college beset by dropping enrollment; every decision comes with a “bottom line.”

I grew up at a time when we believed that if a woman wanted to succeed **she** had to work twice as hard as a man to be able to move ahead. Fortunately opportunities have changed for women. But, in the academic world, as in life, hard work is no proven road to success. Life is not always fair, and jobs don't always go to the hardest worker or the “most deserving.”

All of this makes me think, “what do we really want from working at the College—want enough to work for it really hard?” The quick answer is “money.” But, is that what is really important to us? I think the answers are more complex—at least they are for me. I want to know I make a difference. I also want the validation that comes from others—the respect—of a job well done. This is not something that comes only from the bargaining table. But like success at the bargaining table, this is something that has to be earned through my own efforts joined with the efforts of others.

Some thoughts...

You can't make a difference if you don't know what is going on: Who usually makes the policies, selects the books, writes the exams? The full-time faculty. How do you become part of the process? Start by asking if adjuncts can attend faculty meetings. Get other adjuncts to do the same. If the department turns you down, ask if they can circulate the minutes to the **whole** department including the adjuncts.

Want to do something special for your students? Become a student yourself. Techniques have changed. You need to change with them. Better yet, find another teacher as a study buddy and learn together.

Volunteer to work with student groups in areas that interest you. For example, are you concerned about student debt? How can you bring your skills and experiences to bear to help students (and yourself) deal with it? Do you believe in the power of the vote? Offer to work with voter registration. Contact Jackie Tenuto, Asst. Director for Student Development and Support to see what you can do. (856)-374-5088

Four Adjuncts Win Excellence Award

Anne Marie Murphy, Dr. Dennis Hurley, Kevin Pelton and Louise McCarthy have been awarded the 2015 CCC Adjunct Teaching Excellence Awards. The awards were presented at the 2015 Fall Adjunct Orientation.

Anne Marie Murphy (Academic Skills English) has taught at CCC for 14 semesters. “...Her dedication to her students, coupled with her compassion for them, has made her one of our students’ strongest advocates and champions.” She treats every student with importance. She teaches some of our most academically challenged students in Reading 1 and has the ability to tailor instruction to the needs of each student. She has also brought innovation both to the classroom and to the department.

Dr. Dennis Hurley (Business), recommended by one of his students as “possessing an unlimited amount of information regarding business subjects,” has taught at the College for 15 years. In addition to his knowledge about a variety of business areas, he is lauded for the way he brings his personal experience running companies into the classroom. The student says, “He has made my college experience an unforgettable one.”

Kevin Pelton (Academic Skills and College Math) has taught at CCC for 20 years and was recommended by both Department Chairs and students as a dedicated, caring teacher. He has the ability to engender enthusiasm in those who find math problematical. As one of his Department Chairs wrote, “Unbeknownst by many, Kevin arrives at the College 1.5 hours early every day he is scheduled to teach just so he can hold review sessions with students who wish to attend. He also uses the time between classes to meet with students who need additional help...Being a teacher is a calling, not something one does to have summers off; and Kevin has certainly shown he has heard the calling and continues to follow it.”

Louise McCarthy, a veteran of 23 years in the CCC Dental Department, was also nominated by a student, who commented that although Louise is part-time, she is available to her students full time by phone, email, and in person. The student went on to say “She teaches with the same qualities she exhibits including respect and compassion for others, positivity and honesty.” When she's not teaching, she “volunteers working in public health and supporting local health fairs.” Louise is passionate about many things—her profession, her teaching and her students; it is her students who benefit most from that passion.

College at Camden? Not Likely!

- * *Did you see the article about Burlington County College...excuse me, that's now Rowan College at Burlington...anyway, did you see what it said?*
- * *Why are there so few sections for adjuncts at CCC?*
- * *I feel like I can't breathe caught between Rowan College at Gloucester and Rowan College at Burlington. I feel they have sucked up all the available students.*
- * *Why didn't Rowan want us?*
- * *And finally, what's the meaning of all those big red R's?*

These are the questions I get from adjuncts to such a degree that it has become a cacophonous chorus. And it's no wonder. We, the CCC adjuncts, are overwhelmed and wondering how long CCC will be viable.

During the last two weeks I have been meeting with CCC President Ray Yannuzi to find some answers. He began the conversation by saying, "We will be a **Camden Community College**... We will maintain our identity as a community college because as a community college we provide a wide range of educational programs to serve all parts of the Camden County community." He expanded on this by detailing some of the missions of the College. The College provides instruction for those desiring GED's as well as those looking for a transfer opportunity to a four-year institution. We provide training for police and firemen. Our programs range from extensive programs for high-school students to stimulating programs and workshops for adults. We provide programs in technical areas as well as programs in the fine and expressive arts. We will soon be housing ERIC, the Education Resources Information Center, a center for educational resources and training. Our programs are growing. We are not developing as a feeder school to a local university but as the county resource we were intended to be.

Why are there fewer students at CCC? Are the two Rowan Colleges sucking up all our students? We do have some county students who choose to go to our adjacent counties, but this is a simplistic explanation for a very complex problem. Part of the answer is a demographic one. We are a county made up of older residents and with fewer students graduating from high schools; this last is a national trend. There have been changes in Pell Grant regulations; they are more limited in what they cover. The Affordable Care Act has also affected our enrollments. Students no longer have to be in school full time to be covered by their parents' insurance. Before you think these conditions only affect us, we have to realize that they affect four-year colleges as well. To deal with the problem, these institutions have tried to siphon off the brightest of our students by enticing them to matriculate in a four-year institution without finishing their program of study in the community colleges.

CCC was offered an alliance with Rowan and turned it down. Yannuzi said, "We are a community College because we believe in partnerships." An alliance with Rowan would mean a loss of our identity and our mission. Instead, CCC formed a partnership with Rutgers Camden (those big red R's). The partnership agreement allows for students to seamlessly transfer to Rutgers Camden, a branch of a major research institution. The students who want this transfer will be jointly advised by both CCC advisors and those from Rutgers. In addition, both Rutgers and CCC are looking for programs that can be completed on the CCC campus.

Yannuzzi continued, "this fall you will see a significant branding campaign to emphasize our partnership with Rutgers University."

ANATOMY OF A CHOICE

How did AFT go about picking a candidate and How did they pick the one they chose?

When the announcement of Hillary's endorsement was made, naysayers accused the union of being undemocratic and impulsive in their choice. The fact is that neither of these accusations is true.

The Problem:

As the election of 2016 drew closer AFT had to decide whether to endorse a candidate in the primaries or wait until the general election. The criteria for selecting a candidate were two-fold. The candidate had to be the overwhelming choice of the membership and had to reflect the values of that membership. The candidate also had to be the one who would be most likely to win the nomination.

The Method:

AFT, a union of over 1.6 people, approximately 30% of whom are Republicans, set about choosing a candidate to endorse for the primary in **February 2015** by passing a resolution calling for AFT "to engage members in election 2016."

By **March** the union was in high gear. AFT launched an interactive website "You Decide 2016" where candidate information was posted and members were invited to share thoughts and to ask questions of candidates. AFT also began communicating with e-activists.

In **April and May**, AFT asked all declared candidates (Democrat and Republican) to return a questionnaire elaborating on their views in a myriad of issues in which AFT members had expressed interest. AFT invited all those who completed the questionnaire to speak before the AFT Executive Council. No Republican candidate returned a questionnaire. Also during May, AFT reached out to more than 1 million AFT households over a three-week period in an automated phone survey. The survey identified the issues of most concern as well as the candidate(s) that the respondents wanted interviewed. Education and the economy were the top issues identified and Hillary Clinton was the candidate the respondents were most interested in having interviewed.

On **June 2-3, 2015** the AFT Executive Council made up of the elected vice-presidents and AFT officers, and seven rank and file members who had submitted questions via the "You Decide" website, interviewed the three announced Democratic candidates: Hillary Clinton, Martin O'Malley and Bernie Sanders. They spoke with each of the candidates for an hour and Hillary Clinton extended her session by staying to answer and expand on the questions asked of her.

Also during **June**, AFT held two telephone "town hall" meetings: one with state/local leaders and the second with rank-and file members. They recapped the entire process and talked about the things to be considered if and when AFT was to endorse a candidate.

To further clarify what had been going on, a scientific poll was conducted by a nationally recognized independent polling firm.

- By an approximately 3-1 margin, AFT members prefer that a Democratic win the national election.
- Seventy-nine percent of Democratic voters support the AFT making a recommendation in the primary, and among those voters, Hillary is preferred by a margin of more than 3-1 over her nearest Democratic contender.

Hillary holds a better than 11-1 advantage as the "Democrat with the best chance to defeat the Republican candidate."

The results:

July 2015: After reviewing all the information gathered and reported, and after a vigorous debate, **AFT Executive Council overwhelmingly voted to endorse Hillary Clinton in the Democratic primary.**

RESPECT

When comedian Rodney Dangerfield said, “I don’t get no respect,” we all laughed.

But adjuncts know that not getting respect is no laughing matter. A recent report, “Supporting the Academic Majority; Policies and Practices Related to Part-Time Faculty’s Job Satisfaction” analyzed the many deficits that part-time faculty complain about; at the top of the list is that adjuncts don’t feel they get respect for what they do.

Respect is a nebulous word. We’re not quite sure how to define it, but we are very clear when we feel we don’t get it. I would suggest that respect is something that has to be earned. It is also something that often has to be demanded. We earn respect by the work we do with students; it is the union that has demanded the recognition for this work. Before we had a union, at a meeting with a previous president of the College, an adjunct asked, “Will you give adjuncts preference in hiring for full time positions?” The President’s response stunned the audience made up mostly of adjunct faculty. “Not only will I not give preference to the adjuncts,” the President said. “I want people who have been out in the world doing something, not people who have been sitting in classrooms.” During the last 21 years, under the tutelage of the union, conditions have drastically changed for CCC adjuncts. Working together, these are some of the gains we have made:

- ◆ Tiered pay scale
- ◆ Faculty lounges
- ◆ Personal days
- ◆ Access to copiers/computers
- ◆ Tuition for CCC courses
- ◆ Seniority
- ◆ Parking (esp in Camden)
- ◆ Intellectual property protection
- ◆ Pay raises.
- ◆ Adj. Teaching Excellence Award
- ◆ Grievance procedure
- ◆ Mentoring
- ◆ Bereavement Leave
- ◆ New FT hiring from adjunct pool
- ◆ Workshops
- ◆ Pay for compliance training
- ◆ Attendance at Dep’t. mtgs.
- ◆ Academic rank

“I am opposed to ‘right to work’ legislation because it does nothing for working people, but instead gives employers the right to exploit labor”

—ELEANOR ROOSEVELT

quoted in American Federationist, 1959



LIUNA!

Feel the Power

Today, the unions are under attack by Conservative groups. Governor Christie epitomizes these anti-union forces by saying “unions deserve a punch in the face.” The only way to be strong enough to fight against these outside threats is to unite and work together for the benefit of all. If you are not a full member of the union, please make that commitment now. If you are a full member, become active and help us to keep making progress. We need the conscience that unions provide to help us fulfill the promise of education. After all, that is why we do what we do.

Are You a Full Member of the Union?

Q The College takes dues from my paycheck. Does this make me a full member?

A Not necessarily. You may be a full member or you may be a fair share member.

Q How do I know the difference?

A Full members pay dues of 2% per pay-check. In addition, full members have signed a membership form giving the College authorization to deduct dues from their paycheck.

Q If I didn't sign up to be a full union member, why are dues being deducted from my pay?

A Both by contract with the College and by State and national governmental law, the union is allowed to assess a representational fee to those who do not choose to become full members. Fair Share Payers pay dues of 1.7%. This is because fair share members benefit from collective bargaining done by the union. The union also represents adjuncts at meetings with the College where the adjunct feels it is possible his/her job may be in jeopardy. The representational fee will not exceed 85% of full member dues. Fair Share members are not charged for political activities with which they may not agree.

Q I don't remember paying dues when I first started at CCC.

A Although one can choose to join the union at any time, we do not begin to collect dues until the beginning of the adjunct's second consecutive semester.

Q What are the benefits of being a full member?

A As a full member, one can vote on contracts, for officers, and on policy issues. The most important part of being a full member is that it increases the strength of the union. The stronger a union is, the more it can successfully negotiate for benefits that help all of us. A strong union sets a standard that raises the condition of all workers in the area as well as of others throughout the United States.

Lieberman, Shea, and Montgomery writing in Leadernet pose the question “*Why is union power so important?*” They continue “*Here is the main reason: our students, our patients and the public we serve. More union power brings more resources for public services—better opportunities for students, safer hospitals and other public facilities, and the best infrastructure available to help our nation thrive in a global economy. Public sector employees want these things for their students, their patients, and the public and a powerful union helps get them. When unions are strong, income inequality lessens and we have larger and more vibrant middleclass.*”

Q Where can I get more information about whether or not I am a full member and how to become a full member?

A Contact Membership Chair, Karen Feldman at KFeldman@faculty.camdencc.edu.

How to Become a Full Member of the CCC Chapter of UAFNJ

The choice to be a full member is yours. If you choose not to elect to be a full member, you will remain an agency fee member. We will continue to negotiate on your behalf and to represent you in your dealings with the College. Unfortunately, you will not be able to vote on union affairs or to take advantage of union sponsored programs. More important, you will not add to our strength in negotiating on your behalf. Depending on your tier, the difference in being a full member rather than an agency fee member can be as little as \$2.05/credit hour/semester. This is a small price to work with those who are working for you.

Becoming a full member is easy;

- ◆ Send the attached authorization,
 - ◆ or email Vice-President Karen Feldman, Membership Chair, (kfeldman@faculty.camdencc.edu) or President Elaine Bobrove (ebobrove@faculty.camdencc.edu) or ask any member of the Executive Board.
 - ◆ We will send you a membership form.
- ◆ Fill it out, sign it, and send it back to Karen Feldman or push it under the door of the union office, Madison 116. That's it. You are a full member.

If you elect not to be a full member, you will continue as an Agency Fee Member.

CAMDEN COUNTY COLLEGE CHAPTER

UNITED ADJUNCT FACULTY OF NEW JERSEY, AFT #2222 (AFL-CIO)

MEMBERSHIP APPLICATION/AUTOMATIC PAYROLL DEDUCTION AUTHORIZATION

I hereby apply for membership in the Camden County College Chapter of United Adjunct Faculty of New Jersey (UAFNJ), the American Federation of Teachers Local 2222, NJSFT, AFL-CIO and for all the membership rights, benefits, and services provided by the organization. I also authorize the chapter to act on my behalf in fulfilling its organizational mission as duly established through the democratic processes of the Union.

Concurrently, I also authorize Camden County College to deduct my dues from my earnings each pay period the amount certified by the chapter for the current semester and for succeeding semester and to send said monies to the chapter. I understand that the College will discontinue deductions only if I file a notice of withdrawal as of January 1 or July 1 next succeeding the date on which notice of withdrawal is filed. I hereby waive all rights and claim for said monies so deducted and transmitted in accordance with this authorization and relieve the College and all of its officers of any liability therefore. Union dues may be deductible for federal income tax purposes; check with your tax preparer.

NAME (please print) _____ HOME PHONE _____

HOME ADDRESS _____ CELL PHONE _____

CITY _____ STATE _____ ZIP _____

DEPARTMENT _____ CAMPUS (Blackwood, Camden, Rohrer, Other)

HOME EMAIL ADDRESS (please print) _____

COLLEGE EMPLOYEE ID # _____

SIGNATURE _____ DATE _____

Please return a SIGNED PAPER COPY to Karen Feldman, Mailbox in Madison 314, slip under the door of the Union office in Madison 316, or mail to 12 Cambridge Road, Turnersville, NJ 08012