



MSU Adjunct Connection

AFT LOCAL 6025

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Court Threatens the Existence of Public Sector Unions

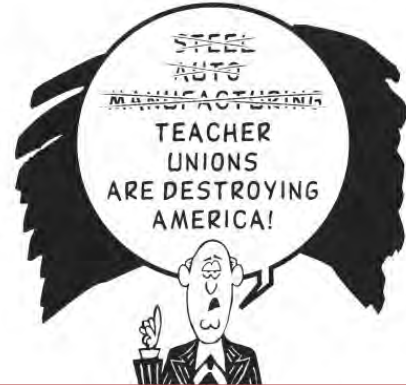
On the last day of this year's US Supreme Court session, it agreed to hear the case *Friedrichs v California Teacher Association* which threatens the very existence of public sector unions. This case backed by a right wing pressure group asks the court to decide whether public unions may continue to charge nonmembers a fee equal to the cost of representing them to the employer. In New Jersey and our local this fee is called "an agency fee". The fee is also called a "fair share" fee because it requires workers to pay for the fair share cost of negotiating contracts and representing workers in grievances.

If the court decides this case in favor of the plaintiffs, it will in effect make every state including New Jersey a "right to work" state. Right to work, which is the norm in many southern states and an increasing number of states such as Wisconsin in the Midwest, is a misnomer for allowing workers to freeload by not paying for the cost of representation. It is a fundamental strategy of the right to break public sector unions.

Randi Weingarten, president of national AFT, stated in her recent blog: "This case would undermine our unions and challenge nearly 40 years of precedent—and the court agreed to hear it barely a year after it dealt a blow to workers with its decision in *Harris v. Quinn*. In fact, the conservative justices on the court used the *Harris v. Quinn* ruling to invite cases like this one, showing just how political they really are. *Friedrichs* is being argued by the same law firm that tried to destroy the Affordable Care Act, and it is fueled by the same ideological forces whose lobbyists talk about driving a "fatal spear through the heart" of our unions. In the end, this case comes down to a fundamental question: Do unions have a right to collect a fair share from the people we represent, to ensure that we're able to speak for all workers?"

The case is expected to be heard next fall and decided by next spring. Local president Bob Noonan noted that adjunct unions are especially vulnerable to this decision because of the constant turn over in adjuncts each semester. He agrees with President Weingarten that we must turn this threat into an opportunity to mobilize and activate our membership and double our efforts to turn all agency fee adjuncts, new and old, into full dues paying members. ■

We're under Attack!



Membership Top Priority

As President Noonan highlights in his message, membership is the top priority for our local this year because of tough negotiations and an existential threat to our union presented by a pending Supreme Court Decision that could abolish agency fees. The National Aft has targeted our local as one of 60 in the nation that need a special effort at turning agency fee payers into members. Noonan has participated in monthly conference calls with the national AFT and other targeted unions in an effort to develop strategies to address this critical issue. Over the summer, the

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President's Message

by Bob Noonan



A Critical Year for Unions

As we begin the 2015-16 academic year, our local faces perhaps the most critical year in its existence since its creation some 17 years ago. Even as the union has grown in numbers, recognition and influence, it faces the challenge of tough contract negotiations and a Supreme Court decision that could challenge our very ability to survive as a union.

The good news is that after a three year struggle our local has been given ex officio status on the University Senate. After an intensive membership drive, our membership at the end of the last semester was 60 members higher than it has ever been. Key to our growth and recognition has been enhancement of our reach out to adjuncts by the addition of 7 school and department representatives and the hiring of a full time recruiter. After celebrating the contributions of adjunct professors to Montclair State University at our fourth annual awards dinner, we have received notice that at least one of our schools, the College of Education and Human Resources, has initiated its own adjunct recognition program. Finally adjunct professors who teach half the students in the university are being recognized as an integral and essential element in the success of the university.

But just as we have started to come into our own as a union, our challenges have become greater. This is the year of contract negotiations with the state. Negotiations were tough enough four years ago but this round could prove to be tougher. Sitting across the

table from us are the representatives of a governor who is running for president and is trying to prove his credentials to the radical right. He has recently identified education unions as the worst enemy and deserving of "a punch in the face". Long and difficult negotiations are before us.

Even more threatening is the Friedrichs Case pending before the Supreme Court (see front cover) This decision could do away with agency fees by next year if the conservative courts goes the way that many fear. The impact could be devastating to adjunct unions like ours that have a 20% turnover every year.

The most important single thing that we need to do to send a message to the Governor about negotiations and to insulate our union against the impact of Friedrichs is to recruit more members. Agency fee adjuncts need to join now. All members need to become more active and help in the recruitment of new members. We need to recruit at least 150 new members this year. With our new union strength we can send message to the administration that adjuncts stand together in solidarity. We will not let our union be devastated. We will demand that adjuncts are dealt with respect and compensated equitably. As individuals, we can't stand the onslaught of the right. Only as a union can we stand in solidarity against those who would deny our right to organize and be respected.

Bob Noonan
President of Local 6025



Teachers Make America Better!

Though the misguided will try to scapegoat teachers and thier unions as the cause of all of our woes, we know that this is not the case and that teachers make America better! As you talk to people remind them of the great things that you and your colleagues do and how you enrich the lives of others! We are

(Cont. on next page)

a very talented group of people who use their knowledge and experience to teach our students. Every year at our Annual Dinner we honor Adjunct Professors for their service, and every year we become even more impressed just how talented our members are. Below are highlights from just 2 of this year's honorees (we wish we had room to highlight the accomplishments of the other 5 honorees; Joanne Bochis, Amy Clarkson, Dr. Gaby Fahmy, Bob Russo and William Loeffler).



Dr. Laetitia Cairolis

Laetitia received her PhD from Columbia University. She was a 2012/2013 fellow in the Engaged Teaching Fellows program and plans to serve as a mentor in that program. She began her career as a Peace Corp Volunteer in Morocco and has served as a grant writer and manager for CARE International. Her research on girls working in sewing factories in

Fes, Morocco became a book: *Girls of the Factories: A year with the Garment Workers of Morocco*.



Rhoderick Holliday

Is a highly decorated retired United States Air Force Lt. Colonel and a presidential appointee as Regional Director of public affairs for health and human services, and also Regional director in the HHS Office for Civil Rights. He was co-producer and moderator of Comcast Cable show "Your Government at work" and later

"Safeline". These experiences made his work at MSU a wonderful fit and he subject matter, he says "was relevant, interesting, challenging and of the highest importance to me." ■

Membership Cont. (from front cover)

State AFT with national backing has shown its commitment to this program by having recruiter actually go door to door to the homes of nonmembers. The local has set a goal of 150 new members for this academic year.

The locals plan has already kicked off with e-mail to all agency fee adjuncts and postal letters to all new adjuncts.

This will be followed by personal class by class visits, mailings and even telephone calls to all nonmembers. The local last semester made our recruiter Marie-Paul Florestal full time to support this effort. Some of the union's initial success is due to her efforts to visit adjuncts after class. With an anticipated total of 1200 adjuncts this fall, she cannot do this job alone. The locals plan calls for an all out effort by its officers, building reps, and every member. The president has committed to contacting in person or by phone at least 50 non-members. He is asking our officers and reps to make 10 contacts. Most important he is asking every member to make contact with at least one non-member. Members interested in participating in this effort should drop by the union office at 441 Dickon hall, call or e-mail for materials and contact lists.

Many agency fee payers think they are members because part of the union dues are already deducted as agency fee payers. The local is using a new data base system that updates membership on a daily basis. There is a high probability that adjuncts who receive a membership appeal are not members. Once an adjunct submits a signed membership card their name is removed from the nonmember list. But if an adjunct wants to be certain they can check their payroll deduction status on line. Go to Montclair University's website and click "Quick links" then "ESSs /Time Sheets" then fill in Employee Login using the same ID and password as you use for grades. Check employee deductions. If listed as AFT AD MEM you are a member. If you are listed as AFT AD AGY you are an agency fee payer and need to get and fill out a membership card to become a member. Call, e-mail or drop by office for a registration card.

If you are paying agency fee dues, you are already paying 85% of full dues. So it will only cost you 15% to join. But this is not why you should join. You are entitled to additional benefits as a union member such as liability insurance and eligibility for scholarships. But this is not why you should join. You should join so that you can become part of the union movement to promote equitable pay and treatment for adjuncts. Only through full membership can we present a strong and effective voice for the rights of adjuncts and end the exploitation of adjuncts.

All members need to encourage their fellow adjuncts to join the local adjunct union. ■

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UNION PROUD!



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Local 6025 and on Twitter: @MSUadjuncts

Compensation for Cancellation of Classes

Was one of your classes cancelled within two weeks of the start of the semester? If so according to your union negotiated contract, you are entitled to a half credit compensation. Was one of your classes cancelled after you started teaching. If so, you are entitled to credit compensation. How do I collect this compensation? Call(973 655 3298) or e-mail aft.montclair@gmail.com your local adjunct union office and we will present your claim to the administration. This is not a grievance but simply a case of contract enforcement. These provisions are spelled out in the State Adjunct Contract, Article XII, Appointment of Employees.

Has the university identified “useable spaces and common areas” where you as adjunct faculty “ may meet with students or work on instructional activities and university matter” If not, the contract requires that you should be informed in writing. This language is contained in Article XI of the contract. Your local is very concerned that adequate space is provided in the new building that administration is opening up. If you have a concern, let us know.

If you want to know more about your contract, you can drop by our office at Room 441 Dickson Hall and ask for a printed version or check it out on our website <http://060250.nj.aft.org/key-documents>. This contract including its compensation provisions is currently being re-negotiated with the state. Our local President Bob Noonan, Vice President Mary Wallace and Treasurer, Gioia Kay currently represent you on the committee that is negotiating this contract through the Council of State College Locals, AFT. Mary Wallace, as Council representative for Adjunct faculty, is the chief representative for adjuncts at the negotiations. ■

COPE Needs you Now more than ever

COPE, the Committee on Public Education, empowers our members by:

- Providing political education for AFT NJ members
- Raising political funds
- Endorsing candidates based on our issues
- Supporting and contributing to endorsed candidates
- Conducting voter registration drives
- Implementing get-out-the-vote programs
- Educating public officials on AFT issues
- Contacting and rallying support for AFT NJ issues
- Working on ballot initiatives

For more information about COPE or to make a COPE contribution contact Arnie Korotkin at:
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**Check our website
for information on
Adjunct Stipends
& Scholarships**

<http://nj.AFT.org/060250>