**August 14 2019 Fall Membership Meeting**

College Board Room (SSC 2200)

August 14, 2019

2:30-4:45 p.m.

A record number of CODAA members attended the meeting. After refreshments and time to meet all those who attended, CODAA President Cheryl Baunbach-Caplan began the meeting at 2:50 p.m. by introducing, in addition to herself, the CODAA 2019-2020 officers: Bonniejean Alford, VP-Policy; Sabeeha Shariff, VP-Operations; Sue Dreghorn, Secretary; Steve Mecker, Treasurer; Debbie Rogers Green, Grievance Chair; Rob Robson, Membership Chair; Mike Dusik, IEA Regional Council Representative; Joe Trahey, IEA Regional Council Representative; Theresa Gant-Misher, Communications Chair; Peter Chen, Webmaster; and Bill Enright, Legislative and Elections Chair. (Sabeeha and Joe were unable to attend.)

I. Updates:

A. CODAA’s 2019-2020 compensation has been increased by 2.4% (based on the CPIU, Consumer Price Index for Urban areas, plus .5% per our contract). This raise has been spread across all the CODAA salary tiers in varying percentages in order to equitably balance the jumps from one tier to the next. The lowest contact hour rate (18 or fewer semesters taught) is $1108. The highest is $1203 (45+ semesters taught. In comparison, the highest paid non-CODAA members are paid $1073 per contact hour.

B. Bonniejean announced CODAA’s new $500 Founders’ Scholarship Fund awarded once a year in the Spring Semester. Per agreement between CODAA and the College, our $504 office rent has been paid to the COD Scholarship Fund. Now, we have a specific fund which others can also contribute to. Applicants must be currently enrolled at COD, have and maintain a GPA of 2.5 or higher, and demonstrate some level of community service.

C. Members are asked to participate in the 5K Sunset Run on Saturday, October 5, 2019 to help raise funds for student scholarships. When you register at [www.cod.edu/5k/](http://www.cod.edu/5k/) be sure to register for the team name CODAA. Specific information is available on the CODAA website. [www.codaa.org](http://www.codaa.org).

D. Bonniejean Alford and Sabeeha Shariff represented CODAA at the NEA Representative Assembly in Houston this July which nearly 10,000 educators from around the United States attended. When they voted on matters, they kept the needs of our membership in mind. This assembly made national news when it hosted a live political forum to hear from 10 presidential candidates on matters related to education and educators. You can watch this video at [www.strongpublicschools.org](http://www.strongpublicschools.org).

These are the other key takeaways:

1. Unanimous condemnation of the current practices at immigration centers which harm children.

2. NEA material will include inclusive language as it relates to all areas of racial and social injustice.

3. Voted to solidify unification with a single term, *educators*, to include all who work with students in K-12, Higher Ed, ESP’s, etc. This includes school staff as well as faculty.

4. Although Higher Education (post K-12) had a greater prominence this year at the RA than in previous years, all Higher Ed proposed new business items were bundled and referred to committee. Higher Ed Week continues.

5. NEA will continue to push for student loan forgiveness.

6. Red for Ed continues.

E. Illinois Policy Institute Propaganda. The IPI is a conservative, libertarian think tank that wants to influence educational policy and destroy organized labor. They were a key player in the Janus case that ended Fair Share in 2018. Recently, they sent postcards and letters to union members—neither the college or CODAA provided them with our membership list—which are not only filled with lies about the IEA, but also encourage faculty to drop their membership and join the Association for American Educators, claiming this is a union equivalent to the NEA. It is not. A flyer with facts was provided at the meeting which is also available at [www.proudieamember.org](http://www.proudieamember.org). If you receive either the postcard or letter, let them know you are standing strong with your union by writing “Return to Sender” and put it back in the mail. The IPI will then have to pay the additional postage.

F. COD’s Contingency Plan for a Possible Strike by Full-Time Faculty (CODFA). The CODAA board shared with its members a contingency plan offer from COD’s administration in the event that the full-time faculty go on strike. The College is offering adjunct faculty and counselors and advisors a “rich wage and benefit package” to, in essence, be strikebreakers --$2500 per contact hour, or time and a half for counselors or advisors, and benefits (including health) for those willing to work beyond their assigned classes or hours. (The college has already advertised about 160 job openings, also in anticipation of the strike.) CODAA members do not have to accept additional work, but must honor the assignments already agreed to for the fall semester. Our contract states that no non-CODAA adjunct faculty may be paid more than a CODAA member, so if the College offers the contingency plan offer to non-CODAA members, CODAA will take legal action. There also will be problems if full-time faculty achieve a contract before the end of a semester; they will have every right to return to their classrooms—a disruption at the beginning of a semester if the strike comes in the early fall, and at the end if a CODFA contract is achieved well before the end of the semester.

If the administration feels they have the upper hand with full-time faculty by replacing them with adjuncts during a strike, it is important to think about what their attitude will be toward CODAA when we enter negotiations in 2021. It also has not escaped our notice that CODAA has asked for a living wage and health insurance in every negotiation since 1985. Only now, and only briefly, are higher wages and health insurance being offered. This contingency plan seems lucrative at first, but the negative repercussions are many, not only for faculty, but for the students, and the college as a whole. Because we believe it is important to uphold our union principles by not serving as strikebreakers, protect the relationships we have with full-time faculty, and do what is in the best interest of our students, the CODAA board recommends that CODAA adjuncts vote to reject COD’s proposed contingency plan.

CODFA Issues:

1. Administration’s proposals radically redefine the work of faculty and their interaction with the administration.

2. Many proposals are unworkable and would throw the institution into chaos if implemented as written.

3. These proposals—52 new job duties?—would also result in significantly more work and less compensation for most faculty members.

4. Starting salaries for new faculty have been frozen for the past three years.

5. Nearly 1/3 of full-time faculty have had a pay freeze for the past three years.

6. Our community has come to expect academic excellence from faculty. Under the current circumstances, it is increasingly difficult to retain the best faculty.

7. We know the college can meet CODFA’s requests without raising taxes. The college has more than $187 million in reserves, much more than is required by Board policy and well in excess of peer institutions in the area.

G. Teaching Matters T-Shirts, which were purchased with PAC funds, were distributed to dues-paying CODAA members to wear at the CODFA rally on August 15 at 6:15 p.m. at the “Chappy” statue and/or at the COD Board Meeting in SRC 2000 (Jack Turner Conference Room) directly after at 7 p.m. They can also be worn with the COD Constituency Group in the Glen Ellyn Labor Day parade—details to come. We can wear them at school, even in the classroom, to show solidarity with our sister union. In the event of a strike, we certainly can chat with FT faculty as we cross the picket line, but we cannot join in the strike. There is a *no strike clause* in our contract, mandated by Illinois educational labor law.

H. What Does Last Year’s Supreme Court Decision on Janus Mean ? Of all adjuncts at COD, only those qualifying for CODAA membership become bargaining unit members (BUMs) and all get contract rights and benefits. However, only those who are active (pay full dues) may vote or serve as officers or on college committees; i.e., have a voice in the union, and receive the additional IEA/NEA benefits. The more paid members we have, the greater our strength.

I. Active Member Organizers: Bonniejean Alford (team leader), Bill Enright, Dorothy Hurlburt, Sarah Magin, Steve Mecker, Theresa Misher, and Sabeeha Shariff. Support: Rob Robson and Cheryl Baunbach-Caplan. IEA: Michelle Couturier and Ambor Cottrell. There are currently 733 members of the bargaining unit; of these, active, dues-paying members total over 55%. Our goal is to reach 65% paid membership by the end of the fall semester. Kudos go out to Sarah and Theresa for signing up the most new members.

II. Anthony Ramos, Assistant Dean of Adjunct Support, who first helped Bonniejean award the raffle prizes, explained how he was looking into professional development for adjunct faculty and how other colleges were implementing this. He also wanted to provide more opportunities like the “Great Teachers” conference [which would not have been possible without CODAA’s insistence that adjunct as well as full time faculty at COD were “great teachers” and should be included/allowed to participate.] As far as the courses at COD (which cost about $240), he said there may be some scholarship money available. It was not clear if he was referencing CODAA’s professional development funds or something in addition to these. Sue Frankson reminded us that professional development funds can be used to attend the WOTE (Writing on the Edge) Conference sponsored by the English adjunct faculty in September.

Ramos also said he was looking at a new evaluation system to replace EdReflect, the one he inherited from Mark Collins. He is also working with Institutional Research to gather data on the Adjunct Observation/Evaluation process. Those who have been observed over the last 3-4 semesters should have received an email on August 12 with a link to the survey.

In response to questions from the floor, he said that (1) those who had ordered nametags should be receiving them in their mailboxes in a week or two and that those who hadn’t ordered them still could. (2) Observations should be done once in the first year and then every 3 years thereafter. (3) No one as yet had been hired from the job postings (see Contingency Plan above). (4) Cheryl said that if there were more questions, she could direct them to Assistant Dean Ramos.

III. Discussion and Vote on the Contingency Offer. Michelle Couturier, IEA Uniserv Director, Shannon Toler, CODFA President, and Jackie McGrath, CODFA VP, joined the discussion. Both are very appreciative of our support, both emphasized that teaching is teaching, adjunct or full time, and that they will remember CODAA’s support. There is some work to be done in some departments as to FT/PT cooperation. Of the $187 million (see CODFA concerns above), there was money for CODAA, too, to move toward equity. It should be noted that, if CODFA does get a raise, according to our contract, we will too. Michelle Couturier, our retiring Uniserv Director, was asked when CODFA might go on strike. Her somewhat tongue in cheek reply was “before February.” After they left, those present voted on the contingency offer. [ After voting closed at noon on August 15th, CODAA membership had voted overwhelmingly to reject the College’s proposal. See [www.codaa.org](http://www.codaa.org) for specifics.]

IV. The meeting closed with our sincere thanks to Michelle Couturier for her years of excellent service as our IEA Uniserv Director. She has been with CODAA since its beginning. Although we wish her all the best in retirement, she will be sorely missed.