



Westchester Community College Federation of Teachers (WCCFT)

AN OVERVIEW OF THE UNION & ADJUNCT RIGHTS & BENEFITS

PRESENTED BY THE ADJUNCT COMMITTEE

5:00PM, OCTOBER 8TH, 2025



What Is the WCCFT?

- the union that represents full-time and part-time teaching faculty, librarians, counselors and Academic Support Center coordinators
- objectives:
 - to represent the faculty in collective bargaining with the College and the County;
 - to achieve and maintain optimal terms and conditions of employment and a safe, healthy work environment;
 - to further the development of WCC as a comprehensive institution of higher learning in service of the community.



When/Where Are Union Membership Meetings?

- **When:** during common hour (11:00am-1:00pm) on the first Wednesday of each month in the fall and spring semesters
- **Where:** in person in TEC-109 and/or virtually on Zoom
 - email sent out a few days beforehand with notice of format and agenda



Who Is the Union Leadership?

The Executive Committee / The Executive Board (E-Board)

- Officers
 - President
 - Vice-President
 - Secretary
 - Treasurer
- Adjunct Representative
- Full-Time Teaching Representative
- Full-Time Non-Teaching Representative
- At-Large Members



What Are the Union Committees?

- Adjunct Committee
- Budget Committee
- Communications Committee
- Grievance Committee
- Health & Safety Committee
- Membership Committee
- Political Action Committee
- Professional Development Fund Committee
- Scholarship Committee
- Special Committees



Who Is on the Negotiating Team?

- President
- Vice-President
- Secretary
- Treasurer
- Adjunct Representative
- Full-Time Teaching Representative
- Full-Time Non-Teaching Representative
- NYSUT Labor Relations Specialist



What Are the CBA, MOAs, and MOUs?

- CBA = collective bargaining agreement
 - the contract that was negotiated by the College and the WCCFT, and ratified by the Union membership, the WCC Board of Trustees, and the Westchester County Board of Legislators
- MOA = memorandum of agreement
 - an agreement on a limited number of items that were negotiated by the College and the WCCFT
- MOU = memorandum of understanding
 - an agreement on an issue between the College and the WCCFT



What Are Adjuncts' Rights?

- **due process** in any disciplinary action
- ability to **grieve** any infringement of your contractual rights
- **representation** by the WCCFT in a grievance hearing
- **salary increases** (bargained with each new contract), including retroactive payments and bonuses, as well as developmental classes paid at the credit rate
- **academic freedom** to teach all relevant subject matter in your courses
- not be **discriminated against** at the College
- **limits** set on **class sizes**, material being placed in your **personnel file**, and the use of **student surveys** in your sections



What Are Adjuncts' Benefits?

- one **paid sick/personal session** per course each semester for teaching adjuncts and one **paid sick/personal day** for non-teaching adjuncts
- **no loss** of pay for non-teaching adjuncts for a day when the College closes for emergencies
- **“swap” coverage** of a class with a qualified colleague instead of taking a paid sick/personal session
- **credit towards seniority** if “bumped” from an assigned course and if no other courses are available
- **senior adjunct status** after 20 semesters
- **tuition waivers** for WCC courses
- **bereavement leave** if someone in your immediate family passes away, **military leave** if ordered for military duty, and **leave for court appearances**
- personalized **business cards** (for senior adjuncts)



Other Benefits (not Union-Related)

- **NYS Teachers' Retirement System:** <https://www.nystrs.org/>
- **SUNY Volunteer Savings Plan:** <https://www.suny.edu/benefits/vsp/>
- **New York's 529 College Savings Program:** <https://www.nysaves.org/>
- **SUNY Benefits Discounts:** <https://www.suny.edu/benefits/discounts/index.cfm>
- **SUNY Perks / Perks at Work / Corporate Perks:** <https://www.perksatwork.com/>. Use your WCC email address to sign up.
- **Plum Benefits:** <https://www.plumbenefits.com/>. Use your WCC email address to register.
- **My Better Benefits:** <https://www.mybetterbenefits.org/>. Log in using SUNYBENEFITS as the ID#. If prompted for a passcode, use SUNYBENEFITS.



What Can I Do as a Union Member?

- have access to **union consultation** and **support** on disciplinary and contractual issues
- apply for **reimbursement** for your **professional development** activities (up to \$2,000 per year as funds permit)
- attend **union-run training seminars** and **information sessions** on topics like Applying for Unemployment, Understanding Class Assignment Rights (CBA Section 3.9), and Understanding Discipline
- make your voice heard and determine the direction of Union activities because you have **full voting rights** on Union issues
 - To participate in an election or ratification vote, members must have been active at the College during the academic year in which that election or ratification vote is held.
- **hold a union office**, become a member of the Executive Committee, chair an E-Board committee, or become a NYSUT Delegate
- attend monthly **membership meetings** as well as social and informational events sponsored by the **Adjunct Committee**
- automatically qualify for specially **discounted membership** in NYSUT programs



Can I Be Discriminated Against for Being a Union Member?

NO!

- Faculty members are free to join or not join the Union.
- Faculty members will not be discriminated against by the County or the Union in regards to:
 - hours
 - wages
 - any terms or conditions of employment
 - participating in Union activities
- The contract shall be applied in a manner that is not arbitrary, capricious, or unjustly discriminatory, without regard to race, creed, color, national origin, age, sex or marital status.



What Are Union Dues?

- include any local, state and national affiliate dues
- are 1% of each paycheck
- shown as “Adjunct Faculty U” in the After-Tax Deduction section on pay stubs



How Do I Join the Union?

- Email the Membership Committee Chair Chad Thompson at chadtwccft@gmail.com.
 - Include your full name and department and that you are an adjunct. He will send you a welcome email with an enrollment link.
- Not sure if you're a member? Contact Chad Thompson.



How Can I Contact the Union?

- **Jim Werner, President**
jimwwccft@gmail.com, 914-606-6840, HAAB-527
- **Deirdre Verne, Vice-President & Grievance Co-Chair**
deidrevwccft@gmail.com, 914-606-6219, GTW-348
- **Chad Thompson, Secretary & Membership Chair**
chadtwccft@gmail.com, 914-606-7829, SCI-209
- **Doris Warmflash, Treasurer & Budget Chair**
doriswwccft@gmail.com, 914-606-8516, CLA-40
- **Union Office**
914-606-8421, TEC-32
<https://www.sunywccft.org/>
- **Virginia Caputo, Adj. Rep, Adj. Co-Chair & ELI Shop Steward**
virginiacwccft@gmail.com, 845-499-9664, GTW-243
- **Iskra Hernandez, Adjunct Committee Co-Chair**
iskrahwccft@gmail.com, 914-606-7947, STC-205
- **Richard Courage, FT Connect Editor & Comm. Chair**
richardcwccft@gmail.com, 914-606-6106, SCI-362
- **Jo Stokes, Grievance Committee Co-Chair**
jowccft@gmail.com, 914-606-6676, CLA-31
- **Craig Padawer, F-T Teaching Rep & Health & Safety Chair**
craigpwccft@gmail.com, 914-606-6286, HAAB-202
- **Joyce McQuade Cassidy, Political Action Chair**
joycecwccft@gmail.com, 914-606-7804, TEC-119
- **Gwen Roundtree Evans, Professional Dev. Fund Chair**
gwenrewccft@gmail.com, 914-606-6581, GTW-132
- **Robin Graff, F-T Non-Teaching Rep & Scholarship Chair**
robingwccft@gmail.com, 914-606-7756, STC-290



Thank you!

Please join us for the next Adjunct Information Session
at 5:00pm on Wednesday, November 12th.