



# Westchester Community College Federation of Teachers (WCCFT)

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AN OVERVIEW OF THE UNION

PRESENTED BY THE ADJUNCT COMMITTEE

7:00PM, MARCH 12<sup>TH</sup>, 2025



# What Is the WCCFT?

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- the union that represents full-time and part-time teaching faculty, librarians, counselors and Academic Support Center coordinators
- affiliated with:
  - NYSUT (New York State United Teachers)
  - AFT (American Federation of Teachers)
  - NEA (National Education Association)



# What Are the Union's Objectives?

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- **Rights & Working Conditions**

- to present the faculty, full time and adjunct, 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, including (but not limited to):
  - academic freedom
  - due process
  - protection against discriminatory, arbitrary, or capricious treatment
  - workload, hours, preparations and class sizes
  - compensation
  - benefits
  - leave
  - participation in shared governance
  - professional development opportunities
  - access to facilities, supplies, technology, and equipment
  - faculty input on appointments to faculty or administrative positions
  - recruitment of new union members
  - member involvement with local, state and national unions

- **Development of the College**

- to further the development of WCC as a comprehensive institution of higher learning in service of the community



# Who Is in the Membership?

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- all faculty, adjunct and full-time, who are dues-paying members

Note: Faculty members who are inactive at the College for two years are removed from membership.



# When/Where Are Union Membership Meetings?

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- held during common hour (11:00am-1:00pm) on the first Wednesday of each month in the fall and spring semesters
- held 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?

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## The Officers

### •President

- presides at Union and Executive Committee meetings
- shares material and information from local, state, and national unions
- implements goals of the Union
- represents the Union on governance and policy-making bodies
- serves as *ex officio* member of all Union committees

### •Vice-President

- presides at all meetings in the absence of the President
- performs other duties as the President of the Union may delegate

### •Secretary

- keeps record of proceedings of all Union meetings
- makes minutes and agenda items available to the membership
- corresponds with Union members
- updates membership lists

### •Treasurer

- collects dues from members
- remits “per capita” dues to affiliated bodies
- disburses sums approved by Executive Committee
- keeps proper financial records
- prepares draft of annual budget, presents it to the Executive Committee, reports it to the membership



# Who Is the Union Leadership?

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## **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 Duties of the Union Leadership?

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- adhere to the WCCFT Constitution
- enforce the contract
- negotiate in good faith
- represent members fairly
- manage the day-to-day activities
- collect dues and establish a budget
- communicate with the membership
- chair individual committees of the Union





# What Are the Union Committees?

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## **Adjunct Committee**

- chaired by the Adjunct Representative
- promotes unity among adjuncts
- improves conditions of employment
- assists the Membership Committee in recruiting new members

## **Budget Committee**

- chaired by the Treasurer
- includes the President, Vice-President, Secretary
- assists the Treasurer in preparing the annual budget for approval by the Executive Committee
- examines financial review of the Executive Committee

## **Communication Committee**

- communicates information from the Union leadership to the membership via Union website, Union newsletter (FT Connect), social media

## **Grievance Committee**

- upholds the contract by investigating, writing, and submitting grievances and working with faculty and administration to resolve them
- with NYSUT Labor Relations Specialist, evaluates whether grievances should move forward to arbitration
- works to educate members about contract
- tracks and documents past practices, past grievances and resolutions
- uses current and historical information to bring negotiation points forward



# What Are the Union Committees?

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## **Health & Safety Committee**

- gathers complaints and concerns from faculty and brings them to the attention of the E-Board
- investigates faculty complaints and attempts to address them with appropriate campus parties

## **Membership Committee**

- chaired by the Secretary
- works to increase Union membership
- ensures membership lists and records are accurate
- provides new members with orienting information about Union benefits and key documents
- conducts research into membership trends
- provides the E-Board with data on Union members

## **Political Action Committee**

- oversees research, endorsement, and financial support of local candidates who support the Union's mission and issues
- invites candidates to one-on-one discussions and monthly general Union meetings

## **Professional Development Fund Committee**

- administers professional development fund established in contract

## **Scholarship Committee**

- coordinates scholarships for WCC students founded on principles of unionism

## **Special Committees**

- created for specific, limited functions



# Who Is on the Negotiating Team?

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- President
- Vice-President
- Secretary
- Treasurer
- Adjunct Representative
- Full-Time Teaching Representative
- Full-Time Non-Teaching Representative
- Alternate

Note: All serve on the negotiating team while in office.



# When/How Are Elections Held?

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- held every two years

- procedure:

first week of March:

call for nominations

last Wednesday of March:

last day for nominations

April membership meeting:

nominations announced

within two days of April meeting:

E-Board prepares and emails out official ballot

last Wednesday of April:

last day for voting

before May membership meeting:

Election Committee counts ballots

May membership meeting:

election results announced

June 1:

new officers and members assume office



# What Are the Benefits of Joining the Union?

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- **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
- 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
- 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
- **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)



# What Can I Do as a Union Member?

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- 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?

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**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.

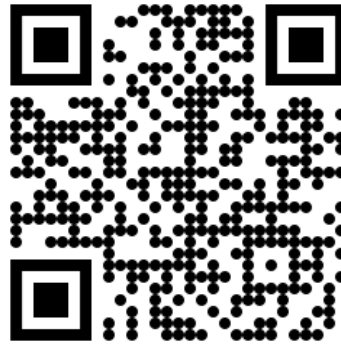


# How Do I Join the Union?

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Option 1: Go to <https://www.sunywccft.org/membership-form/> to complete the membership form.

Option 2: Scan the following QR code to be taken directly to the membership form:



Not sure if you're a member? Contact the Membership Committee Chair, Chad Thompson, at [chadtwccft@gmail.com](mailto:chadtwccft@gmail.com).





# What Are Union Dues?

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- 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

Note: On June 27, 2018, the Supreme Court ruled in Janus v. AFSCME that public sector unions can no longer collect agency fees from non-Union members (fees to cover the administration of the contract and non-Union members’ representation) although the Union is still required to represent everyone in the bargaining unit.



# How Can I Contact the Union?

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



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# Thank you!

Please join us for the next Adjunct Information Session at 7:00pm on Wednesday, April 9<sup>th</sup>.