



Welcome!

MC

aaup
AMERICAN ASSOCIATION OF
UNIVERSITY PROFESSORS

American Association of University Professors Affiliation to the American Federation of Teachers (AFT)



Executive Committee

- Elected officers
- Bylaws / Terms of Office / Roles
- Annual Meetings / Regular forums / Faculty gatherings
- Email Updates
- Monthly collaborations with Management
- Negotiate the Contract

www.mcaaup.org

About Us





Our Chapter Mission



Who We Are

The full-time faculty at Montgomery College are represented by the American Association of University Professors and American Federation of Teachers via the MC-AAUP/AFT Chapter. We are a **non-partisan** labor organization that **represents all our diverse full-time faculty and their interests at the College.**

Our Vision

We will remain steadfast in our commitment to duly represent all full-time faculty at Montgomery College. Our commitment is to the ongoing support, enhancement, and protection of the work of our faculty such that they can thrive and meet the needs of our students.

Our Mission

We collectively bargain in good faith on behalf of our members; effectively collaborate with Management to plan and problem solve; promote equity and inclusion across The College; regularly engage with our members to keep them informed; and coordinate with other college, county, and national labor groups to promote sound labor practices to support the best interests of The College and our members.

Ultimately, we protect our Contract, the rights of our members, and the academic freedom afforded in higher education. In doing so, we align with the Mission of The College to help students discover their passions and unlock their potential to transform lives, enrich the community, and change the world.

An AAUP / AFT Primer

“Voice of the Profession” since 1915 / New affiliation with AFT as of 2022

- “Redbook” of fundamental policy documents and reports - 2024
- Most widely recognized and respected national organizations in higher education
- Monthly magazine – “Academe” to stay informed of regional / national labor news
- Access to group insurance, including Professional Liability coverage
- National and State level support in Chapter legal and lobbying efforts

aaup.org

aft.org

Collective Bargaining exclusive representative at MC since 1980

- Negotiate a contractual agreement in good faith on behalf of all full-time faculty with college management on terms and conditions of employment for full-time faculty (includes various types of appointments, and the conditions for termination, salaries and benefits, types of leave, workload, and channels for grievance resolution).
- Active participation with campus and college-wide governance groups and task forces to help ensure faculty have a voice in matters related to instruction and the workplace.
- Represent full-time faculty as whole and individually as needed on matters related to employment and working conditions
- Promote a unified faculty response to many other related areas of professional concern, which may or may not be currently covered by the explicit terms of a bargained agreement.



The Executive Committee Officers

President	AJ “Tito” Baca - Health Sciences - TP/SS	240-567-1448
Secretary	John Phillips - WDCE – RV	7-7942
Treasurer	Sherry Mirbod – Accounting – GT	7-7735
VP - G	Denise Dewhurst - Psychology - G	7-7721
VP - R	Maurice Shihadi – R	7-7847
VP – T	Karl Smith - History Political Science. - TP/SS	7-1353
Past President	Harry Zarin - Counseling - G	7-7767
At-Large-G	Kay Ahmad - AELP - G	7-1804
At-Large-T	Rupa Das - Business/Economics/Mgmt. - TP/SS	7-1398
Grieve Officer	Tim Kirkner - Counseling - R	7-5049

Work Group Leads

Negotiating Team Chair:
Harry Zarin – GT

Compensation Sub-Committee Chair:
Dianne Hagan – RV

Lobby Work Group:
Lane Schwager – RV

Assistant Shop Steward:
Michael LeBlanc – TPSS

Outreach and Engagement Work Group:
Meti Kefelegn – TPSS and _____

Mentoring Work Group:
(Under construction)



Strength in Numbers

- **We are stronger when unified and represent Everyone**

- Full Membership:
 - Voting privileges for MCAAUP related Parliamentary Action
 - Eligible for Executive Committee Membership
 - Active voice in all we do
 - Strengthen our collective voice and yours
 - Stay more in tune with Labor related activities on your behalf
 - Dues deducted directly from paycheck over 10 months



- **Please join today!**

- Yearly voluntary contributions: Contributes to the overall efforts / mission but does not have member / voter privileges)

Reach out to explore the possibilities

MC AAUP online: www.mcaaup.org

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Best wishes and good luck!!!!!!