

Hello. I am Cheryl Baunbach-Caplan, part-time counselor and president of the College of DuPage Adjuncts Association. I have worked for 35 years in higher education and have been at College of DuPage for 15 years. Many years ago, as a poor student from the south-side of Chicago, I received full funding to attend the University of Illinois and have dedicated my working life to helping other students attain their academic goals and dreams.

Teaching Matters.

Principles Matter.

When CODAA was presented with the College's proposed contingency plan in the event of a strike by the full-time faculty, we discussed it as a board and decided we had to take it to our membership for a vote.

When voting closed today, our membership had voted overwhelmingly to reject the contingency plan offer. Despite the fact that classes have not yet begun, we had a record turnout at attend our membership meeting yesterday and many more members came to our office to vote last night and this morning. Clearly, they viewed this as a matter of great importance.

In the end, they decided that what was a very lucrative short-term deal, was not worth the long-lasting negative repercussions to the College as a whole. By serving as strike-breakers, we would damage our relationship with the full-time faculty and compromise our union values. And we could not possibly do what is best for our students alone.

It did not escape our member's notice that CODAA has asked for a living wage and some kind of health insurance benefit in every negotiation since 1985.

And that only now, and only briefly, are they willing to compensate us fairly for the work we do each and every day.

The CODAA board has made it clear to our members that our contract requires that they **MUST** honor the assignments they have already agreed to for the fall semester. However, this does not mean that they must cover any of the work that would otherwise be done by the FT faculty , nor do we give up our constitutionally guaranteed rights of freedom of speech to show support for our sister union by wearing Teaching Matters t-shirts, or armbands, or talking with our full-time colleagues.

CODAA is asking the College and the full-time faculty to find a way to reach agreement. We understand that CODFA has made an offer for settlement and we urge the board to seriously consider it.