



# THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION  
NEWSLETTER**

**April 2012, No.2, Vol. 7**

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## FROM THE PRESIDENT

Greetings HCAFA Members!

All of us on the Executive Committee of HCAFA hope that you have had some time to relax and reenergize during spring break and are as ready as we are to complete the remainder of the semester. Since the beginning of the semester, HCAFA has been diligently negotiating our third contract. We have made some progress so far in the area of working conditions. Our issues in bargaining for this contract include Working Conditions, Job Security, and Compensation. Although there is much more to do, we are hopeful that our continuing efforts to use Interest Based Bargaining will provide us not only with an improved contract but also with an improved relationship with the College administration. We will of course keep you informed as we continue. If you wish to give us your ideas or can give us a hand in any way, no matter how small, we certainly would welcome it.

Yours, *Charmian Tashjian*, HCAFA President

## A BRIEF UPDATE OF HCAFA HAPPENINGS

### Election Results

HCAFA wants to congratulate our new IEA Region 42 council reps, Joanne Meyerhoff and Janice Cutler. They will be our liaisons to the Illinois Education Association (IEA). HCAFA also wishes to congratulate Taimi Wilk on becoming the HCAFA delegate to the National Education Association Representative Assembly. The NEA Rep Assembly will take place in Washington D.C. this summer.

*(Note: Joanne serves on the HCAFA executive committee as the counselors' representative and is currently part of the negotiating team. Janice is the HCAFA membership records chair and is assisting with preparations for negotiations. Taimi is the vice president and grievance chair for HCAFA.)*

### All Faculty Retreat

In a small but significant way, the College recognized adjuncts as important educators by including them for the first time in the All Faculty Retreat in February. Approximately 30% of the attendees at the conference were adjuncts. (Like mail carriers, *neither snow, nor rain...* kept adjuncts from attending.)

The all-day retreat at the Poplar Creek Country Club concentrated on creating a positive workplace environment. It focused on ways to create joy on the job.

HCAFA is hopeful that inclusions such as this signal a desire by the College to think of adjuncts and full-time faculty as one faculty. We urge the College to recognize our shared interests, needs, and concerns.

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# IMPACT OF DUAL UNIT UNFAIR LABOR PRACTICE (ULP) SETTLEMENT!

*What is the dual-unit issue?*

In the past when Harper employees have qualified to be in two different units, the College has made one of those the “primary assignment.” The employees were not allowed to be unit members of their secondary assignment.

*What was the initial impact of the settlement?*

In October 2011, HCAFA members voted to authorize a formal merger of two of the units: adjunct-teaching faculty with adjunct-faculty librarians and counselors. Both of the units were represented by HCAFA (IEA/NEA)

*Why did HCAFA feel dual unit membership was important?*

Before the agreement, adjunct librarians and counselors who spent some of their time at Harper as teachers and some of their time as counselors or librarians were not allowed to be members of both units; and as a result, they were unable to get the benefits due them from one of their two positions.

For example, if they were considered librarians, they would not have been represented by HCAFA in their teaching capacity, and therefore, would not have preference in class assignment, been eligible for the protections teachers have, or qualified to receive benefits such as extra professional development money.

HCAFA represented both groups and felt that their exclusion from either unit was unfair. As a result, we filed a Unfair Labor Practice (ULP) with the Labor Board which led to this agreement.

*Were any other employee groups affected?*

Yes, all of the employee groups (excluding full-time faculty and administrators) were also included in the agreement. Therefore, employees who qualified to be adjuncts who were also hired in a different capacity at Harper became eligible HCAFA unit members. Included in the agreement were Professional Technical employees, Harper Police, and Custodial Maintenance positions.

*Why wasn't I informed earlier?*

This spring 2012 semester was the first semester other employee groups were unit eligible. Human Resources did not identify newly-eligible HCAFA members who were already in other groups. As HCAFA didn't know the names of the adjuncts affected, contact was not possible.

*Does this mean that those adjuncts who work in two capacities have to pay dues to two different unions?*

Possibly. Adjuncts working as librarians and counselors or custodial maintenance workers only have to pay local HCAFA dues as all three of those groups are represented by IEA/NEA.

*What about those adjuncts that have been paying dues to IFT/AFT in their ProTech position or to the Illinois Council of Police, will they now have to pay dues to two different unions?*

Yes. HCAFA has been contacted by a few employees who were surprised by the change in their status. They were paying a large amount of dues to another union and did not want to pay more. Fortunately, HCAFA members only pay quarter dues, so the additional amount is small in comparison to their other dues.

Unfortunately, some of these employees had been told incorrectly that they could opt-out of paying any dues. They cannot. They are now afforded all of the benefits of unit membership, are represented by HCAFA, and must share in the expenses.

*Is there any other option available to dual-unit members?*

Yes, the Illinois Educational Labor Relations Act (IELRA) gives employees the option of becoming full members of HCAFA or becoming fair share fee payers. The difference in the fee is small, \$10 a semester. Fair Share fee payers are not entitled to all of the benefits of full members.

(We encourage all adjuncts to choose full membership in HCAFA. The benefits of membership far outweigh the minimal difference in cost between full membership and the fair share fee.)

*More details on the next page.*

# DUAL UNIT UNFAIR LABOR PRACTICE RESOLVED!

## Origin of the Issue

The issue of dual unit membership arose when HCAFA was negotiating its first contract with Harper. At that time, adjunct faculty librarians and counselors who had also been teaching credit-hour classes could not understand why they were barred from being considered eligible for membership in the adjunct teachers' unit. HCAFA argued that those adjuncts (as well as any other adjuncts who were serving in two different capacities at Harper College) were performing the functions and meeting the eligibility requirements of both groups, but were effectively being denied the rights that should have been theirs if they had been allowed dual unit membership.

## History

Despite numerous discussions, HCAFA and the Harper administration were unsuccessful in their efforts to agree on a solution satisfactory to both. After many years of effort, HCAFA filed a ULP, an unfair labor practice, with the Illinois Educational Labor Relations Board. The IELRB issued a complaint to Harper College. As a result, both HCAFA and Harper consented to work together to come up with a joint resolution.

## In a Memorandum of Agreement, HCAFA and Harper College Have Agreed That:

**1. Adjuncts who meet eligibility requirements for two units will be eligible for membership in both units.**

**2. The agreement will not be retroactive.**

*“Any ‘dual position’ employees in the employee groups identified in paragraph 3b\*, who teach at least three (3) credit hours each semester beginning Fall 2010 for four (4) consecutive academic semesters, will be eligible for inclusion in the HCAFA part-time teaching bargaining unit in accordance with the HCAFA Adjunct Faculty Bargaining Agreement.”*

\*Note: This refers to Professional-technical employees, librarians/counselors, custodial-maintenance and buildings/grounds employees, police department and community safety officers.

**3. “Any employee who was an HCAFA part-time teaching bargaining unit member as of May 20, 2008, and who thereafter accepts or accepted a second position in a non HCAFA unit position (e.g., HCAFA member accepts second position assignment as professional-technical employee in September 2008) will be allowed to retain their existing HCAFA unit membership.”**

**4. HCAFA and the College agree to follow the dual-unit membership provisions of this Memorandum of Agreement in future contracts.**

*“During negotiations for successor HCAFA Collective Bargaining Agreements, the HCAFA and College agree to conform the contractual recognition clause language in the successor Agreements to comply with the terms of this ULP settlement agreement. Specifically, the HCAFA and College agree to revise the current contract recognition clause language which excludes from HCAFA bargaining unit eligibility dual position employees who are already covered by other collective bargaining agreements.”*

**5. “The College will provide the HCAFA with an updated list of adjunct employees teaching classes after the tenth (10<sup>th</sup>) week of each semester during the regular academic year.”**

## **KNOW YOUR CONTRACT COMPENSATION FOR SUBSTITUTING**

There has been some confusing as to the rate of pay for substituting. Our current contract states that “an adjunct faculty member covered by this Agreement who substitute teaches shall be paid at forty dollars (\$40) per fifty (50) minute class period.”

### **WHAT ARE MY WEINGARTEN RIGHTS?**

If you are ever in a situation that you believe could lead to any kind of disciplinary action, you have the right to have a union representative with you. In a situation like that, to protect yourself, say, “If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at the meeting. Without representation, I choose not to answer any questions.” Under no circumstances should you lose your cool or walk out of the meeting.

For a more complete explanation of these important rights, go to the HCAFA website, [harperadjuncts.org](http://harperadjuncts.org), and click on “union representation” under the “documents tab.”

If you have a problem, contact us a.s.a.p. If we don't know about your problem, we may not be able to meet the deadlines in our contract to help you.

### **WHO SHOULD I CONTACT IF I HAVE A PROBLEM?**

Your division representative  
The grievance chair  
The president  
The IEA Uniserv Director

### **HOW CAN I CONTACT THEM?**

Find the contact information on p. 7 of this newsletter or at [www.harperadjuncts.org](http://www.harperadjuncts.org).

## **TESTIMONIAL**

HCAFA has encouraged members to take advantage of the many benefits available through NEA. In past newsletters, we've described discounts available through ACCESS.

Recently we received a testimonial from Stacie Salzman, an adjunct in the Business Social Science Division, regarding the NEA Home Financing Program. She said, “We called the number provided on the NEA Website and were quickly forwarded to a Wells Fargo representative that was extremely helpful. He was able to provide us with different refinancing options over the phone. The rate and closing costs he offered were considerably less than our current lender. The link I used is [http://www.neamb.com/home/1199\\_875.htm](http://www.neamb.com/home/1199_875.htm). Thank you.”

*Stacie Salzman*

## **SPECIAL MEMBERSHIP BENEFITS**

**\$1,000,000 Educators Liability Insurance** is yours as a member of HCAFA, (IEA/NEA).

**Access Card Discounts:** Your IEA/NEA membership card entitles you to amazing discounts at thousands of restaurants, stores, hotels, movies, etc. Go to ([WWW.IEANEA.org](http://WWW.IEANEA.org)), the IEA/NEA website and click on the *Access Savings* box. To verify that you are eligible for the benefits, you will be asked for the ID number on your membership card. Contact Janice Cutler, Membership Records for your membership number if your card is lost. (*See page 7 for Janice's contact information.*)

If you have found a good use for your Card, let us know so we can share it with your fellow Adjuncts!

## **HCAFA WELCOMES MEMBERS AT ALL MEETINGS & EVENTS**

We value your input! Give HCAFA the opportunity to learn from you and get to know you. At the same time we're learning about you, you'll learn a lot about HCAFA, Harper, and your fellow adjuncts.

In the process, you'll help the union gain strength and you'll make new friends. Our meetings are motivating and fun.

We know how full adjuncts' schedules are, so we're happy to have you join us for as much or little time as you'd like. A light meal is served at each meeting.

Meeting times are subject to change due to our ongoing negotiations with the College. Before attending a meeting, we suggest verifying the time of the meeting by checking [harperadjuncts.org](http://harperadjuncts.org), our website or calling the number listed below.

### **Executive Committee Meetings**

Friday, April 20, 9:00 – 11:00

Friday, May 18, 9:00 – 11:00

At the IEA Office,  
553 N. North Ct. Palatine

Need directions? Check [www.harperadjuncts.org](http://www.harperadjuncts.org), our website, or call Amy or Mary Ellen at the IEA office (847 359-0300).

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## **LET US KNOW IF YOUR MEMBERSHIP STATUS HAS CHANGED**

Let us know if:

- You are teaching at more than one school with an IEA union.
- You used to teach at 2 IEA affiliates, but now are teaching only at Harper.
- You have retired from Harper.
- You did not teach at least 3 credit hours in fall 2011 and spring 2012.

Please send Janice Cutler, HCAFA membership records chair, the following: your name, division, department, non-Harper email address, home address, and phone numbers. Address your letter to Janice Cutler, MS/Math, and put it in campus mail.

## **HELPTHE Harper Adjunct Advocate HIGHLIGHT MEMBERS**

To share your story or accomplishment with fellow adjuncts, please contact Arlene Bublick at [hcafasecretary@gmail.com](mailto:hcafasecretary@gmail.com).

## **IT'S NOT TOO LATE! MORE THAN \$19,000 REMAINS FOR ADJUNCT TEACHERS' PROFESSIONAL DEVELOPMENT**



Over 75% of the teaching adjuncts' professional development is still available to HCAFA Members. If you receive this newsletter, you are probably a member. So we hope you'll apply soon for reimbursement for: Professional travel, Workshops, Books, Tuition and Fees for College Credit Courses, Conferences, Professional Journals, and Professional Organization Memberships.

THIS PROFESSIONAL DEVELOPMENT FUND IS FOR ELIGIBLE MEMBERS ONLY AND IS YOURS IN ADDITION TO ANY MONEY YOU RECEIVE FROM ATTENDING HARPER COLLEGE PROFESSIONAL DEVELOPMENT EVENTS.

Remember:

- Items must be discipline-specific or improve teaching.
- Your benefit per year must not exceed \$320.
- You must be teaching at time of application.

### *The Application Process*

1. Apply to your dean for pre-approval by filling out p. 1 of the professional development form.  
(Note: You can access the form by going to [www.harperadjuncts.org](http://www.harperadjuncts.org). Click on the "Documents" tab at the top; then go to "Form on the Harper Portal" under the heading "Professional Development.")
2. Gain pre-approval from your dean before paying.
3. Pay for the approved items by the end of finals.
4. Submit p. 2 of the form along with the original receipts for reimbursement to your dean as promptly as possible.
5. June 10 = the reimbursement request approval deadline for the spring term.

*If you have applied for money this academic year but have not used all of your allowable money (\$320), we hope you will take advantage of the benefits HCAFA has gained for you and apply again.*

(Note: The professional development fund is a use-it-or-lose-it fund; money not used will revert to the College.)



## **KEN SPURR, AN ADJUNCT YOU SHOULD KNOW!**

*Harper Adjunct Advocate.: Ken, you are well-known at Harper for your musical talent. When did music become a passion?*

Ken: I've always loved music. I grew up in Elmhurst Illinois, and I started playing piano when I was 7. I switched to organ at the age of 12, but piano has always been my favorite.

*H.A.A.: When did you start to think of music as more than an avocation?*

Ken: It wasn't until I got to college and discovered Jazz that I decided on music as a career. While a sophomore studying engineering at Valparaiso University in Indiana, I discovered Jazz. My roommate told me to check out Charlie Parker and Thelonious Monk, so I went home that weekend and watched *Bird*, a movie about Charlie Parker which included Charlie's actual playing. Hearing Charlie Parker play changed my life. I returned to college and changed my major to music.

*H.A.A.: Changing your major from engineering to music was a radical change. Were you able to get support for that change from the college?*

Ken: I had great support. Fortunately Valpo had Billy Foster and Jeff Brown in their music department to teach and mentor me in Jazz. While at college I attended a week end seminar about "How to teach Jazz" given by Jamey Aebersold. I found the idea of teaching jazz inspiring.

*H.A.A.: Were you able to continue playing once you left Valpo?*

Ken: In the early 90's, my wife and I moved to Chicago and I started grad school at DePaul and started gigging. There were a lot of gigs and great jazz musicians to meet and play music with.

*H.A.A.: Does your wife or anyone else in your family share your passion for music?*

Ken: My wife is a music fan. She is not into all the details of music. Our 8 year old son is learning to play piano. I'm his piano teacher.

*H.A.A.: What brought you to Harper?*

Ken: In 1998 I started teaching at Elmhurst College. It was there that I met Steve Suvada, who in 2003 told me about Harper College. I started at Harper in 2003 with 2 jazz piano students and have grown to be the director of Jazz Studies. This semester I'm directing 4 jazz performance groups, teaching a jazz history course, and teaching 30 jazz piano students. Luckily, I was also able to bring 6 new jazz teachers to cover all instruments. It has been wonderful, a true blessing.

*H.A.A.: Do you still perform?*

Ken: I continue to perform frequently and I am hoping to get back to doing more recording this year.

*H.A.A.: Can you give us a heads up about any performances in the area where we might be able to see you?*

Ken: I will be performing at Harper College's Dinner and Jazz night on June 21<sup>st</sup> and also performing June 28<sup>th</sup> at Hoffman Estates Village Green. More details will be posted on my web site, [www.kenspurr.com](http://www.kenspurr.com)

*H.A.A.: With all that you're doing as regards music, do you have time for any other activities?*

Ken: I enjoy bike riding, hiking, and reading.

*H.A.A.: Ken, thank you for letting us get to know you a little bit. We look forward to getting to know you better and to hearing you play. Harper is truly lucky to have you on its faculty.*



## HARPER COLLEGE BOARD MEETINGS

In Wojcik Center, Room 214, at 6:00

Wed., April 18, 2012

Wed., May 16, 2012

Wed., June 20, 2012

Can you act as an observer at one of the regular Harper College board meetings? Observing meetings is a great way to keep up-to-date about what's happening at Harper, understand the inner workings of Harper, and socialize with others who shape Harper's policies. Please contact Mary Ellen or Amy at the IEA office if you are able to attend a meeting. (*Note: Amy's contact info is listed below.*)

## BULLETIN BOARD

Check out the HCAFA bulletin board, located near the Human Resources office on the third floor of building A. To keep you informed of all the latest HCAFA news, the bulletin board will be updated monthly. Currently, you can find information on our upcoming meetings, who to contact if you have any questions, and much more. Would you like to see something on the board that's not currently there? Contact Larry Price at [hcafalibarts3@gmail.com](mailto:hcafalibarts3@gmail.com).

## HCAFA EXECUTIVE COMMITTEE OFFICERS

President: Charmian Tashjian  
Vice President/Grievance Chair: Taimi Wilk  
Treasurer: Rob Alexander  
Membership Records Chair: Janice Cutler  
Secretary: Arlene Bublick  
IEA/NEA Uniserv Director: Amy Kunz  
*Harper Adjunct Advocate*. Editor: Arlene Bublick

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## DIVISION REPRESENTATIVES

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*Note: For divisions without reps, we'll do our best to keep you informed through newsletters. If you are in BUSS, please consider becoming a rep and join us for our monthly meetings. It will be to your advantage and you will love the friendships.*

**HERE ARE MANY WAYS TO STAY CONNECTED TO HCAFA!**  
Check out our bulletin board on the 3<sup>rd</sup> floor of building A at the entrance to HR.  
Read *The Harper Adjunct Advocate*  
Contact your division reps or officers.  
**Visit Our Website, [WWW.HARPERADJUNCTS.ORG](http://WWW.HARPERADJUNCTS.ORG).**

If undeliverable, return to  
Janice Cutler, MS/Math

PLEASE DELIVER TO: