



THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER**

November 2012, No. 4, Vol. 7

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(847) 359-0300

553 N. North Court, Suite 210, Palatine, IL 60067-8124

FROM THE PRESIDENT

Dear HCAFA members,

To me, one of the most important things happening every fall semester is Thanksgiving. (Yeah, I know, you thought I was going to say Halloween, Christmas, or Hanukkah!). I think that it's important to realize that, as a union, we all have each other. We are one big family, and as such we stick together and support one another. I am very thankful that we have our union, and thankful for knowing and working with each of you. If I haven't gotten to know you, I would really like to do so, and so would each of our division reps. So drop us an e-mail, give us a call, or come by our offices if you have a chance some time. And please know that you are always welcome to attend any HCAFA events and meetings.

Hope you all enjoy the upcoming holidays. Have a great rest of the year!

Charmian

HCAFA WELCOMES MEMBERS AT ALL MEETINGS & EVENTS

You are our greatest resource! Give HCAFA the opportunity to learn from you and get to know you. We know how busy you are, so we're happy to have you join us for as much or little time as you'd like. (There is always a light meal at each meeting.) Before attending a meeting, please verify the time of the meeting by checking harperadjuncts.org, our website, or by calling the number listed below.

Executive Committee Meetings

Friday, November 16, 2012. 3:00 – 5:00

Friday, December 14, 2012, 3:00 – 5:00

Friday, January 16, 2013, 3:00 – 5:00

Friday, February 15, 2013, 3:00 – 5:00

At the IEA Office, Suite 210

553 N. North Ct., Palatine, IL 60067

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

THE THIRD HCAFA CONTRACT IS NOW AVAILABLE!

If you are a member of HCAFA but have not received your hard copy of the HCAFA 2012 – 2016 agreement with the college, please contact Janice Cutler at hcafamembership@gmail.com. HCAFA hopes you'll take advantage of the provisions and keep your contract handy as a reference guide.

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 in this newsletter on page 4 or at www.harperadjuncts.org.

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, and click on "union representation" under the "documents" tab.

ARE YOU BEING PAID CORRECTLY?

This question should be of special interest to teaching adjuncts. Pay for Librarians and Counselors depends on the number of semesters worked at Harper and should be relatively easy to determine. For teaching adjuncts, pay depends both on the number of credit hours taught at Harper and on credit hours awarded for higher degrees: MA/Equivalent or PhD/Equivalent (MA + 60). I am going to focus on teaching adjuncts here.

Under our new contract, we now have 6 lanes, levels of pay. A new adjunct with a BA or equivalent will start in the first lane and be paid \$883 per credit hour this fall. As the adjunct accumulates a history of teaching at Harper and/or is given credit for higher degrees, the adjunct moves to higher levels of pay.

If the adjunct has an MA/Equivalent, 54 hours is added to the total of credit hours taught at Harper. If the adjunct has an MA plus 60/Equivalent, an additional 54 hours (108 total) is added to the hours taught at Harper. The pay shown in the table below is the rate for this academic year. See the new contract for information about future years.

Lane	1	2	3	4	5	6
Hours needed	0	54	108	162	216	300
Pay/Credit Hour	\$883	\$919	\$959	\$999	\$1039	\$1044

In order to ensure you are placed in the correct lane,

- If you have a Master's Degree or a PhD, make sure HR is aware of this, has documentation, and is giving you credit for it in your lane placement.
- Make sure that HR has counted the credit hours you have taught at Harper correctly. We have found a number of examples where the number was underestimated, especially for long-term adjuncts. If you have saved the salary notifications you receive each semester, the verification process should be relatively easy. (Note that lane placement changes are made only at the beginning of the fall semester.)

If you have questions about your placement, send me an email at hcafamembership@gmail.com, and I will see if I can offer any suggestions. I do have two lists from HR showing the credit hours they have recorded for adjuncts as of the start of fall 2012 and as of summer 2005 (when our first contract took effect). Neither are 100% accurate but they may offer some guidance.

A second concern is whether or not the college correctly adjusted your pay mid-semester, so that you are paid at the rate of the new contract.

Checking this may require a bit of arithmetic. Determine your lane and pay rate per credit from the table above, multiply it by the number of credit hours you are teaching. Call this "expected pay."

If you are what I think of as a "normal" adjunct teaching a 16 week semester, (I, of course, am normal.) you will get 9 pay checks, 4 at the old rate and 5 at the new. If you multiply your teaching pay on the first paycheck by 4 and your teaching pay on check 5 by 5, add the two amounts, it should agree with "expected pay" above. (When I say teaching pay, I mean do not include pay for substituting, for professional development, stipends, etc.)

If you have questions on this – if you are not "normal" – send them to me, and I will try to answer them.

Janice Cutler, Membership Records Chair

STUART MARDER, AN ADJUNCT YOU SHOULD KNOW!

Stuart Marder is an adjunct English instructor who began teaching at Harper in 1979. In 1983, he left Harper to devote more time to his growing family, but he always knew that he would return someday. Soon after both children graduated college in the fall of 2006, Stuart took early retirement from his full time middle school position and came back to Harper, where he now teaches GED English, college developmental reading and study skills courses.

Stuart lives in Arlington Heights with his wife, Maxine, who heads a marketing research consultant practice. His daughter, Julie, is a Chicago attorney and his son, David, is an IT systems analyst. Guster, the family tabby cat, sleeps in the bathroom sink.



Ask Stuart what his interests are outside of the classroom and you'll get an extended and varied response. He considers himself to be a fairly proficient guitarist who enjoys playing acoustic blues and electric rock and roll. His prized possession is an ivory Fender Stratocaster. By popular demand, Stuart moves down to the basement house when he's playing amplified music and his wife is taking business calls in her home office.

Ever since Stuart was a young boy, he has sung in various synagogue choirs. Last year, he began performing with Kol Zimrah, a North Shore sixty- member sacred music concert choir.

Stuart also has a passion for all things computer related, dating back to his first Commodore 64. He has since taught web design at Harper College's In Zone summer camp and technology education at a west suburban middle school.

At Harper, Stuart has applied his computer skills in the development of a resource blog for GED writing skills, an online spelling skills program, and training sessions for fellow instructors.

Stuart began teaching middle school in Bensenville in 1972, and has been a member of IEA ever since then. When he first began as a Harper instructor in 1979, there was no union representation for adjuncts. Within three years, no classes were available for him to teach, nor was there any guarantee there would be any. Stuart left Harper to teach at another college. In 2006, Stuart returned to Harper where HCAFA had worked hard to ensure employment. Needless to say, Stuart is a strong proponent of belonging to NEA, IEA and HCAFA.

When asked what he enjoys most about teaching at Harper, Stuart replied "Being greeted by former students and hearing how they are succeeding. I like to think I've make a difference."

**HCAFA EXECUTIVE COMMITTEE
OFFICERS**

President: Charmian Tashjian	hcafapresident@gmail.com
Vice President/Grievance Chair: Taimi Wilk	hcafagrievance@gmail.com
Treasurer: Rob Alexander	hcafatreasurer@gmail.com
Membership Records Chair: Janice Cutler	hcafamembership@gmail.com
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IEA/NEA Uniserv Director: Amy Kunz	amy.kunz@ieanea.org (847 359-0300)
<i>Harper Adjunct Advocate</i> . Editor: Arlene Bublick	hcafasecretary@gmail.com

DIVISION REPRESENTATIVES

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Taimi Wilk	hcafaels2@gmail.com	COUNSELORS	
CP:		Joanne Meyerhoff	hcafalibcoun1@gmail.com
Danuta Malczewska	hcafacp1@gmail.com	LIBRARIANS	
LIBARTS:		Dwain Thomas	hcafalibcoun1@gmail.com
Larry Price	hcafalibarts3@gmail.com		

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!
Come to any HCAFA monthly executive committee meetings.
Check out our bulletin board on the 3rd 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.

If undeliverable, return to
Janice Cutler, MS/Math

PLEASE DELIVER TO: