



THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER**
February 2013, No. 1, Vol. 8

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FROM THE PRESIDENT

Dear HCAFA members,

Hello and welcome back!

Happy spring! (Dare we call it that yet?) I hope that you had a relaxing break, and that the new semester is going well. Spring 2013 is a special time for HCAFA. It marks the 10th anniversary of our Union being recognized by the Illinois Labor Relations Board as being able to organize. Perhaps you don't know the history; it took a lot of time and energy for us to organize because the Harper administration in those early days fought us all the way. Finally, with a change in the Illinois law and the help of the IEA, it became possible for adjuncts to organize as a union. We are indeed grateful to IEA and to our founding members, Frank Brooks, Arlene Bublick, Larry Price, and Dwain Thomas for all of their efforts. If it were not for their time, energy, and persistence, along with the help of the IEA, we would have no presence at Harper today.

Unfortunately, some of us tend to take the Union for granted. In today's climate of finger-pointing, teachers' unions are being erroneously blamed for the wrong-doings of politicians and others. Yes, some may have unfairly increased their pensions, but most, like you and me, have diligently been putting their money away to serve instead of Social Security income.

So, what can we do to change this perception? We must make people understand that teachers, librarians, and counselors are truly there for the students, not just for themselves. .

We need to create some publicity for ourselves. We need to promote the noble profession of education by getting the positive stories about teachers, librarians, and counselors and their good work out there. If you have any good stories or any other suggestions, please let HCAFA know. We will share them in our next newsletters, include them at Harper College Board meetings, send them to the IEA, and get them in the newspapers. Let us know by emailing me at hcafapresident@gmail.com.

Thank you. Have a great semester!

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 Amy or Mary Ellen at the IEA office, 847 359-0300.

Executive Committee Meetings

Friday, March 15, 2013, 2:00 – 5:00

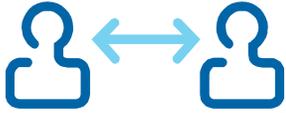
Friday, April 19, 2013, 2:00 – 5:00

Friday, May 10, 2013, 2:00 – 5:00

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.



HCAFA-HARPER RELATIONSHIP TEAM

HCAFA and the administration met again in February. The administration representatives were Roger Spayer, Chief HR Officer; Brian Knetl, LibArts Dean; Barb Small, CAFÉ Associate Dean; and Lynita Gebhardt, Employee Relations Manager. The HCAFA representatives were Charmian Tashjian, president; Janice Cutler, membership records chair; and Arlene Bublick, secretary.

Corrected Contract Language Regarding Pay Scale

HCAFA and the Administration signed a Memo of Agreement that modifies the wording in the current contract. This MOA came as a result of HCAFA's learning that the College had not been awarding lane changes or enough hours for those adjuncts that earned degrees after having worked at Harper. This faulty interpretation of the contract began in 2010. (Note: If you have earned a degree since that time, check to make sure that you are being paid correctly.)

Members will be sent stickers with the corrected wording so that they can cover over the incorrect wording in their personal hard copies of the contract.

Contact Information for Members

HCAFA informed the College that at times it has been difficult to send adjuncts materials due to inaccurate campus mail contact information. The administration said that it has been a problem for the College as well. Brian Knetl will discuss the matter at the Deans' Council to see if there is a way to remedy the problem.

Recognition of Adjuncts' Contributions to Harper

On February 6, Harper held its annual recognition ceremony for all Harper employees. In past years, adjuncts had not been included in the ceremony. HCAFA thanked the College for the change; however, we expressed strong concern about the limited inclusion of adjuncts. Only 10 adjuncts were recognized out of the many hundreds of adjuncts at Harper. Unlike full-time employees whose recognition came after five years at Harper, adjuncts' recognition came after 25 years at Harper. HCAFA urged the College to aim for equity for all. Roger Spayer promised to look into the situation and "consider lowering the bar in the future."

The Good News and the Bad News Regarding SURS

HCAFA has sponsored several SURS/Social Security Administration Meetings jointly with the College. The meetings were specifically tailored to the concerns of adjunct faculty. HCAFA had anticipated sponsoring the meeting again this semester; however, the College has informed us that an adjunct-only meeting will not be possible due to the budgetary concerns of both SURS and SSA. Now adjuncts may only attend the general SURS meeting.

Fortunately, there is some good news.

SURS has opened a Naperville office; therefore, adjuncts needing to schedule a meeting with a SURS counselor will be able to have a meeting in Naperville. Before this office opened, SURS appointments were only scheduled in Springfield or at Harper at the time of the annual SURS meeting.

For more information, call SURS at 800 275-7877.



Do you have a significant milestone such as a big birthday, anniversary, major accomplishment, new degree, or retirement?

Please let us share the important things that are going on in your life.

We look forward to hearing from you. Please contact Stuart Marder at stuartmarder@gmail.com.

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 very important rights, go to the HCAFA website, harperadjuncts.org, and click on "union representation" under the "documents" tab.

TAIMI WILK, AN ADJUNCT YOU SHOULD KNOW!

Education Matters!

I have been part of the Adult Education Engagement Division Math GED Program for a number of years. The GED Program prepares students who have not completed high school, or have never attended high school, to pass the state test to earn a General Education Diploma. I have also taught English as a Second Language classes for Harper for Business at various company sites. I can relate to the challenges my students face dealing with work, family, school, and language barriers at the same time since I've been there. As an eight-year-old immigrant arriving in the United States, I only spoke Estonian and did not speak a word of English. Fortunately, love of learning overcomes lots of barriers.

I am currently Vice President and Grievance Chair of the Harper College Adjunct Faculty Association. Adjuncts teach more than 62% of all classes at Harper; the union promotes recognition of adjuncts' contributions to the success of Harper students. As Grievance Chair, my duties are to support and help adjuncts resolve any workplace related issues that may arise.



I have been part of the corporate world in the areas of Accounting, Finance and Human Resources. I worked full time and went to school at night. I became used to spending my evenings in the classroom, so I continued evening classes as an instructor after I earned a BA from Northwestern and an MBA from Loyola. I also have credits from Northern Illinois University, Roosevelt University, and Aurora University. I taught Math, Accounting, Economics and Business Management for the Illinois Institute of Art as well as Workplace Employment Skills for High School District 214

before joining Harper. Commitment to education has always been part of my life, first for my education and later for my students' education.

The goal of the GED Program is to prepare students to pass the High School Equivalency test. From my experience interviewing and testing potential employees, I became familiar with employer educational expectations, so I know how to prepare students for the work world and higher education challenges; these are the challenges my students need to meet in order to move forward in life. I want my students not only to learn the subject matter but also to develop a love of learning.

In addition to my Harper classes, I teach some driving education classes for the National Safety Council and the Northwestern Center for Public Safety.

In order to get in shape for gardening, I go to Zumba and Yoga classes.

I hope I'll have the opportunity to meet you at an HCAFA event so I can learn about you.

HCAFA EXECUTIVE COMMITTEE OFFICERS

President: Charmian Tashjian hcafapresident@gmail.com
Vice President/Grievance Chair: Taimi Wilk hcafagrievance@gmail.com
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Secretary: Arlene Bublick hcafasecretary@gmail.com
IEA/NEA Uniserv Director: Amy Kunz amy.kunz@ieanea.org (847 359-0300)
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DIVISION REPRESENTATIVES

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COUNSELORS
Joanne Meyerhoff hcafalibcoun1@gmail.com
LIBRARIANS
Dwain Thomas hcafalibcoun1@gmail.com

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

**REMINDER: \$24,000 (82%) REMAINS IN OUR PROFESSIONAL DEVELOPMENT FUND.
APPLY NOW FOR MONEY TO USE FOR THE SPRING AND/OR SUMMER SEMESTER.**

HERE ARE MANY WAYS TO STAY CONNECTED TO HCAFA!

Check out our bulletin boards in L, D, J, and the 3rd floor of A,

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:

