



THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER** *September 2015, No. 4, Vol. 10*

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WELCOME BACK!



President Charmian Tashjian and Vice President/Grievance Chair Taimi Wilk
Welcoming Adjuncts at the CAFÉ Teaching and Learning Conference at Harper, August 18th

Wonder what HCAFA's been doing?

1. Informing members about why joining HCAFA, IEA, and NEA matters
2. Encouraging fair share fee payers to become full members
3. Welcoming new and formerly "grandfathered" members
4. Working with IEA and NEA to support our pensions and unions
5. Resolving members' grievances
6. Preparing to negotiate our next contract
7. Sending HCAFA members to training programs and representative assemblies
8. Setting up events to further member participation

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HCAFA HAS BEEN BUSY:

1. Informing Members about Why Joining HCAFA Matters.

We consider informing adjuncts about what HCAFA, IEA (Illinois Education Association), and NEA (National Education Association) do for adjuncts our number one job. We encourage all adjuncts to attend the meetings, programs, workshops and representative assemblies that HCAFA, IEA, and NEA offer. Members who join HCAFA automatically become members of both of our parent organizations. To enroll as a member of HCAFA, contact Gary Wilson at hcafamembership@gmail.com with your name, phone, home address, Harper division/department, and non-Harper email address. Gary will send you an application through campus mail.

2. Encouraging Fair Share Fee Payers to Become Full Members.

Most adjuncts have chosen to become full members of HCAFA; some have chosen to pay “fair share” fees instead. Fair Share fees are only \$15 less than full membership dues per semester. It is difficult to understand why any have chosen not to become full members as there are so many advantages to full membership: Full members have a voice in shaping our negotiations. Members enable HCAFA to speak strongly on their behalf. Members support our profession. Members take advantage of \$1,000,000 workplace liability insurance. Members can get special rates for insurance, travel, shopping and enhanced legal services. Members are supported by IEA staff and attorneys on work-related issues.

3. Welcoming New Members and Formerly-Grandfathered Members.

All adjuncts that are in their 4th consecutive semester of teaching at least three-credit hours each semester are eligible to join HCAFA. In addition, our current contract states, “Beginning with the Fall 2015 semester, all HCAFA unit eligible adjunct employees regardless of date of hire, shall be required to maintain membership in the HCAFA or to pay Fair Share.” We encourage everyone to become a full member for the reasons given above in the paragraph about Fair Share Fee Payers.

4. Working with IEA and NEA and Other Unions to Support Our Pensions and Unions.

Educational as well as other unions in Illinois are being attacked by the governor and his supporters. Educators’ pensions are in jeopardy. IEA and NEA in coalition with other unions are working diligently to make sure that the threats against SURS (State Retirement System) do not become realities. IEA is working to keep collective bargaining as a basic right for all educational workers in Illinois.

5. Resolving Members’ Grievances.

The purpose of the grievance system is to assure that the college follows our contract and treats employees in a fair manner. It would be nice to think that employees are always treated justly. For the most part, they are at Harper. However, there have been numerous instances in which HCAFA has had to come to the aid of HCAFA members to ensure their job assignment, to rectify professional development mistakes, to correct salary disputes, to prevent non-paid required hours of work, and to save adjuncts’ jobs. Regardless of the issue, our grievance chair and committee are available to members in order to make sure that everything is as it is supposed to be.

6. Preparing to Negotiate Our Next Contract.

Our current contract expires in fall 2016. We want our next contract to meet the needs of our members. This fall we will send a survey to all full members asking them about their concerns. We expect negotiations to begin shortly after that, and we will incorporate these concerns into our negotiation strategy. We welcome additional members to our negotiating team.

7. Sending HCAFA Members to Training Programs and Representative Assemblies.

HCAFA believes that our union functions best when members are well-trained and fully informed. As a result, HCAFA and its parent organizations IEA and NEA sponsor and send HCAFA members to grievance training programs, higher ed meetings, emerging leaders conferences, leadership academies, finance workshops, political action forums, professional development opportunities, and representative assemblies from our region, IEA and NEA.

8. Setting up Events to Further Member Participation.

The HCAFA Executive Committee meets on a monthly basis. Our meeting dates are posted on our website as well as below in this newsletter. We encourage all members to become active and come to meetings. Add your voice. In addition to monthly meetings that are open to everyone, we have informational meetings, coffees, parties, and programs that you're encouraged to attend.



Join Your Fellow Adjuncts at Open HCAFA Executive Committee Meetings!
HCAFA monthly meetings will be held on campus.

We urge all members to join us each month for lunch and a chance to visit followed by the meeting.

L202

12:30 – 3:00

Friday, September 18

Friday, October 16

Friday, November 20

Friday, December 11

HCAFA CARES!



COMING SOON TO THE BUSINESS AND SOCIAL SCIENCE DIVISION

Drop in For a Cup Of Coffee on HCAFA.

Encourage Other Adjuncts in Your Department to Visit with You before and after Class.

Wednesday, September 9, 1:00 – 5:30, J249f

We need help making sure that coffee is available to adjuncts in your department all day! Priority in having a coffee day will be given to any department that volunteers to check on the coffee supply at least once during that day. To volunteer, contact the IEA office at 847 359-0300 and speak with Amy or Hasmig.

Adjunct Expresses Appreciation to HCAFA Members

Jen Godish, adjunct counselor in the Career Development Center, has asked HCAFA to thank all those of you who sent good wishes and contributed to her son Bradley's incredibly costly stem cell transplant and treatment for leukemia. Bradley is doing really well and has started kindergarten!

We are adjuncts helping adjuncts. HCAFA cares about Jen and all our adjunct members. Share your story with your HCAFA family. Let us know if there is any way we can be of help.

FROM THE PRESIDENT

Greetings, Fellow Adjuncts!

I hope that the fall semester is off to a great start. It was such a pleasure to see and talk with many of you who stopped by HCAFA's table at CAFÉ's Teaching and Learning Conference during Orientation Week. I am looking forward to seeing you again and to meeting those who I wasn't able to talk with.

This newsletter has many articles about the numerous things that HCAFA is doing, but I would like to emphasize that each new member adds to our strength. We need you in order to be heard. I know, as an adjunct teaching elsewhere myself, that you don't all have much time to help HCAFA or to come to our meetings (which BTW are open to all members). However, your membership support is very important. For those who are not full members of HCAFA, please join us so that we can continue to be heard at Harper. We are the largest employee group. We teach the most courses at Harper. We are seen there and we need to be heard!

Our contract expires in August 2016, and we will need to negotiate the next one soon. We will be contacting our full members through a survey to find out what types of things are important for us to negotiate. Please respond to it promptly so that we have that information. There will even be a \$50 gift card given to a randomly chosen adjunct responding to the survey!

If you have any questions about membership, please contact our membership chair, Gary Wilson. And please feel free to contact any of us on the HCAFA Executive Committee if you have any other questions.

Hope to see you soon. Have a good fall semester!

In unity,

Charmian

Charmian

President, HCAFA

Dwain Thomas, AN ADJUNCT YOU SHOULD KNOW



Dwain Thomas, currently the Executive Committee representative for our library staff, has been active in HCAFA since its formation in the early 1990's.

His IEA-NEA background extends to his tenure as an English teacher and librarian at Lake Park High School in Roselle, from which he retired in 2000. Admittedly not a strong union supporter during the unit's formation there in the mid 1980's, he came to "see the light" as the district entrenched against its teachers' rights and working conditions. That same mindset encouraged his involvement with HCAFA, continuing to today in our relationship with the College. He's especially proud of the level of professionalism shown by our membership as we provide the majority of instruction and support to our students. The services HCAFA affords our members are a point of continuing delight.

Both of Dwain's children attended Harper, becoming full-time Harper students during the second semester of their senior year at Fremd High School. Tara, now a Kimberly-Clark representative on the Wal-Mart account in northwest Arkansas, and Tyler, a pilot for Berkshire-Hathaway based in Dallas, thought that their Harper classes were every bit as challenging as they later found at their universities.

Dwain, who lives in the River North neighborhood of downtown Chicago, is completing his thirtieth year as a reference librarian at the College. He particularly enjoys working with adults who have been away from formal education for a while, but who are returning to school and feel the special challenge of new technology. The library will be undergoing a major remodeling and expansion after this school year which is certain to add to the already wide services to and resources for our students.

Outside of school, Dwain takes every opportunity to travel; Eastern Europe and Buenos Aires are favorite destinations. He and his partner Marty visited Germany and Austria last spring, despite encountering rain ten of the fourteen days in their trip. He also works as a concierge at the Hyatt Regency Chicago and as a volunteer docent for the Chicago Greeter service.

While he obviously has a unique take on what "retirement" meant after leaving Lake Park, his years at Harper and his involvement with HCAFA have been important elements in his personal and professional life.

HOW DOES HCAFA CONTACT ADJUNCTS? HOW CAN ADJUNCTS CONTACT HCAFA?

HCAFA contacts adjuncts by:

- Personal email or phone if we've been given the information and the information is current.
- Harper email if we do not have the adjunct's personal information.

Adjuncts can contact HCAFA by:

- Emailing HCAFA. (Contact information is listed below in this newsletter & on our website, www.harperadjuncts.org.)
- Calling the IEA office at 847 359-0300 and speaking with Amy or Hasmig. If you call at a time when Amy and Hasmig are not in, please leave a clear message with your name and contact information.
- Going to our website, www.harperadjuncts.org

Update Your Contact Information! HCAFA's preferred means of communication are by personal email, phone, and HCAFA's website, www.harperadjuncts.org. HCAFA frequently sends reminders, newsletters, and important information via email. We simultaneously post the information on our website. If you know someone who has not received union emails, please ask them to update their contact information by sending their current information to Gary Wilson, membership chair, at hcafamembership@gmail.com.

Problem?

If you have a problem, contact Taimi Wilk, HCAFA grievance chair, at hcafagrievance@gmail.com as soon as possible. If we don't know about your problem, we may not be able to meet the deadlines in our contract to help you.

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

HCAFA EXECUTIVE COMMITTEE OFFICERS

President: Charmian Tashjian	hcafapresident@gmail.com
Vice President/Grievance Chair: Taimi Wilk	hcafagrievance@gmail.com
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<i>Harper Adjunct Advocate</i> Editor: Arlene Bublick	hcafasecretary@gmail.com

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Taimi Wilk	hcafaels2@gmail.com	MS:	
BUS/SS		Janice Cutler	hcafamath1@gmail.com
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CP:		Joanne Meyerhoff	hcafalibcoun1@gmail.com
Danuta Malczewska	hcafacp1@gmail.com	LIBRARIANS	
		Dwain Thomas	hcafalibcoun1@gmail.com

Note: For divisions without reps, we'll do our best to keep you informed. Additional reps are welcome. If you are interested in becoming a rep, please contact Charmian Tashjian at hcafapresident@gmail.com.

**THERE ARE MANY WAYS TO STAY CONNECTED TO HCAFA!
Come to HCAFA Executive Committee Meetings.
Read *The Harper Adjunct Advocate*
Check out our bulletin board on the 3rd floor of A,
Contact your division reps or officers.
Visit Our Website, WWW.HARPERADJUNCTS.ORG.**

If undeliverable, return to
Gary Wilson, MS/Math

PLEASE DELIVER TO: