



# **THE HARPER ADJUNCT ADVOCATE**

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION  
NEWSLETTER**  
**February 2016, No. 1, Vol. 11**

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## **FROM THE PRESIDENT**

Welcome back Harper adjuncts!

I hope that you had time to rest and recoup during winter break and that now you're ready for a busy spring semester, a spring semester that includes getting involved in HCAFA.

HCAFA has been busy preparing for our next contract negotiations. Thank you for your input on our survey. We appreciate your suggestions for topics that need to be addressed in our next contract.

HCAFA wants to hear even more from you. To that end, we will be conducting a second survey. In addition, you may get a phone call from one of our executive committee members sometime this spring. We will be reaching out to you all individually. If we do not have your updated contact information which should include a home (not Harper) email address and a home or cell phone number, please be sure to provide us with it. You can send it to me at [hcafapresident@gmail.com](mailto:hcafapresident@gmail.com) or give it to your HCAFA division representative. (See p. 7 in this newsletter for their names and contact information.)

HCAFA is very concerned about the Friedrichs vs. California Teachers Association case being considered by the Supreme Court. The outcome of that case could impact all unions and deeply affect the already weakened middle class in the U.S. in many negative ways. Unions have made the middle class what it has been all of these years, strong and vital. We hope the middle class grows and continues to thrive. The Supreme Court must consider its decisions very carefully. The following is a link to the NEA website for more information about this important court case, <http://neatoday.org/2016/01/12/educators-supreme-court-friedrichs/>. We will keep you apprised.

HCAFA needs your support now. HCAFA has bargained three contracts with outstanding results, but our job is not done. HCAFA has gotten raises every year for its members. It has supported adjuncts that have been treated unfairly through its grievance procedure, and it has on occasion gone all the way to arbitration to defend adjuncts. HCAFA has bargained personal days, professional development, and job security for all adjunct members. And there is a lot more that HCAFA has done during the twelve-year duration of its three contracts. It's time for you to help HCAFA and take up the cause of unions so that we continue to be respected and listened to. HCAFA needs your voices. HCAFA needs your support. To paraphrase John Kennedy, It's not what your union has done for you; it's what you can do for your union. Help us to continue to be able to help you and our students.

Thank you for all that you do for our students at Harper. I hope that this semester is terrific for all of you!

In unity,

*Charmian*

President, HCAFA

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## **A Bundle of Sticks**

### **An Aesop's Fable**

An old man had a set of quarrelsome sons, always fighting with one another.

On the point of death, he summoned his sons around him to give them some parting advice.

He ordered his servants to bring in a bundle of sticks wrapped together.

To his eldest son, he commanded, "Break it."

The son strained and strained, but with all his efforts was unable to break the bundle.

Each son in turn tried, but none of them was successful.

"Untie the bundle," said the father, "and each of you take a stick."

When they had done so, he called out to them: "Now, break," and each stick was easily broken.

"You see my meaning," said their father.

"Individually, you can easily be conquered, but together, you are invincible. Union gives strength."



## **PREPARING TO NEGOTIATE OUR NEXT CONTRACT**

**In preparation for negotiating our contract this year, HCAFA sent members a survey.**

We asked members to look carefully at our current contract and identify any or all of the following:

1. The parts of our current contract that they are satisfied with
2. The areas that cause them concern
3. Other areas to consider

## **THANKS TO THOSE ADJUNCTS THAT RESPONDED TO OUR SURVEY!**

### **ONE SURVEY DOWN AND ANOTHER TO GO!**

You gave us valuable feedback. We'd like to take all of the topics you mentioned in your responses to that survey and expand on them. We're hoping to hear from every member so that we have a clear idea of what is most important to all the members we represent. We want clear understanding of how best to meet the needs of our members. We will incorporate your suggestions into our negotiations. We expect negotiations to begin this semester as our current contract expires the day before the fall 2016 semester begins.

HCAFA member Janice Cutler will send you a link to a short anonymous survey on SurveyMonkey.

Please answer the survey as soon as possible. (If you don't receive an email by March 1, please contact Janice at [hcafams1@gmail.com](mailto:hcafams1@gmail.com).)

We urge you to play a role in negotiating our next contract. Come to executive committee meetings and focus group sessions. Make your opinion matter. Contact Charmian at [hcafapresident@gmail.com](mailto:hcafapresident@gmail.com) if you are interested in getting involved.

*(Check our website, [www.harperadjuncts.org](http://www.harperadjuncts.org), or see p. 7 for HCAFA Exec Committee meeting dates and time. See p. 3 for focus group meeting dates and time.)*

## **CONGRATULATIONS TO ERIC LUNDT HCAFA SURVEY RAFFLE WINNER!**

Eric Lundt, who teaches in the CTP division, has won the survey raffle for a \$50.00 Jewel gift card. He has generously asked that the card be donated to a local food bank. HCAFA's donation will be given to the Palatine Township Food Pantry. Eric works at Harper part time and has a full-time job as an investigator for the Illinois Gaming Board. Eric is not only an HCAFA member but is also a steward and executive committee member for AFSCME (American Federation of State, County, and Municipal Employees) local 2467. He added, "We are ALL going through some tough times. I sincerely appreciate your (HCAFA's) efforts. Keep fighting!"

Anyone interested in donating to the Palatine Township Food Pantry should call 847 358-6700.

## **HCAFA FOCUS GROUPS**

Harper College Adjunct Faculty Association is holding focus group sessions as we begin the process of preparing for contract negotiations. The purpose of the focus group is two-fold. First we want to make certain that you understand your current contract, and second we want your suggestions on how we can have a better contract. Your input is vitally important as we want to make certain that we represent the concerns of all our adjunct faculty members. If you have not already heard from us or scheduled to attend one of the focus group meetings listed below, please send an email to Crystal Bush at [hcafacp1@gmail.com](mailto:hcafacp1@gmail.com) with the date and time you would like to attend. The focus groups will be held at the Illinois Education Association office (IEA) located at 553 N. North Ct., Suite 210, Palatine, IL

Light refreshments will be served at the meetings.

Day	Date	Time
Friday	February 12	10:00 am – 12:00 noon
Friday	February 12	1:00 pm -3:00 pm
Tuesday	February 16	6:30 pm -8:30 pm
Saturday	February 20	10:00 am -12:00 Noon
Thursday	February 25	6:30 pm – 8:30 pm

## **GROWING ADJUNCT-UNION MOVEMENT ACROSS CHICAGO AREA**

There has been talk of the lack of interest by adjuncts in unionization. Facts contradict that claim. The University of Chicago has unionized. On January 27, instructors at Loyola University of Chicago voted to join SEIU (Service Employees International Union). The University of Chicago and Loyola are only two of many schools in the Chicago area that have worked recently at unionizing. St. Xavier, De Paul University, Concordia University, the School of the Art Institute and the Illinois Institute of Technology are hoping to follow suit and are in the process of organizing. Adjuncts realize that strength will only come in numbers; they must unite if they want any chance at improving their working conditions. "Peter Kirstein, a labor history professor at St. Xavier, said that administrators should recognize their moral obligation to require that companies provide health care and a living wage." He said that "Workers who want to organize in a union—they're not selfish. They're not radical. They're poor and people don't want to be poor." (*Chicago Tribune, January 26*)

HCAFA wishes our fellow adjuncts success!

## WORKING TOGETHER!



HCAFA has identified its most significant goal for the future as that of developing strong bonds with the students, the administration, the Harper Board of Trustees, and all employee groups at Harper.

HCAFA, Harper Human Resources, and CAFÉ administrators hold informal monthly meetings to look at issues as they arise. These meetings are not a substitute for the grievance process; they are a way to identify areas of concern that may be resolved through dialogue. The meetings have improved communication between the union and the administration and have led to a more productive and collegial long-term relationship.

HCAFA and Student Government Association members have been dialoguing to understand the best ways HCAFA can serve students' needs. To that goal, Student Trustee Joseph Haynes spoke to our executive committee in November, 2015 and HCAFA along with Student Government Association members wrote postcards in an effort to get legislators to fund MAP (Monetary Assistance Program) grants.

HCAFA, President Ender, Provost Marwick, and Café Director Michael Bates have come together at relationship committee meetings for the past several years to discuss broad issues at the college.

## PROBLEM?

If you have a problem, contact Taimi Wilk, HCAFA grievance chair, at [hcafagrievance@gmail.com](mailto: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](http://www.harperadjuncts.org), and click on "union representation" under the "documents" tab.

***Courage is what it takes to stand up and speak.  
Courage is also what it takes to sit down and listen.***  
(Winston Churchill)

## **PROFESSIONAL DEVELOPMENT MOST OF THE \$30,000 IN THE HCAFA FUND REMAINS UNSPENT!**

### **Article 9.14, Professional Development**

Librarians and Counselors are eligible for the same professional development money that adjunct teaching faculty are.

Professional development activities eligible for pre-approval include, but are not limited to: books, including electronic downloads; professional travel; tuition and fees for workshops, seminars, and college credit courses; expenses related to conferences; professional journals; and memberships in professional organizations (which may include online access to journals).

Each adjunct is eligible to receive \$400; in addition, the adjunct may petition the Dean for additional money.

Professional Development money can be used for activities during the summer. This enables adjuncts to take classes or seminars during the summer when they have more free time.

The pre-approval process is thoughtful of special circumstances. There is recognition that occasionally time is of the essence and an adjunct may seek verbal approval from a Dean because he/she may have to pay for the activity immediately and not be able to wait for final written approval of the activity.

**Review your hard copy of our contract or go to “documents” at [www.harperadjuncts.org](http://www.harperadjuncts.org) on the Harper adjunct website for details.**

#### **The following testimonials may—or may not—have been heard on campus.**

Music Adjunct Al Lowetta: *“The HCAFA professional development fund is so amazing that I feel like singing about it.”*

Two Adjuncts Returning from a Conference in Florida, Ben Thayer and Don Thatt: *“We had an amazing trip and I learned so much. Thanks to HCAFA for negotiating that wonderful benefit!”*

Typical Adjunct, Hope Anna Prayer: *“I would never have joined my professional organization without the money I got from the HCAFA member fund!”*

Grammar Adjunct I.M. Shirley Wright: *“I am going to use mine to purchase books that will sharpen my teaching skills.”*

Physicist Moe Mentum: *It’s time to get moving and take advantage of the money available to you in the professional development fund. Think about taking a course at another college this summer.*

Director of Benefits Xavier Breath: *“Those who haven’t taken advantage of members’ special professional development money don’t know what they’re missing.”*

Counselor Joanne Meyerhoff: *“I received professional development money which covered my membership in the American Counseling Association, the College Counselors’ Association, and the National Council on Career Development. All memberships gave me access to helpful materials to keep my skills current. Furthermore, as a member of ACA, I received a liability insurance policy which covered my counseling. Because Harper does not cover counselors in this way, it was comforting to know I had this insurance from both ACA and HCAFA.”*

Librarian Dwain Thomas: *“I used our professional development funds a couple of years ago to attend the American Library Association annual convention downtown Chicago. It also paid for annual ALA membership which I probably wouldn’t have purchased on my own.”*

**AN ADJUNCT YOU SHOULD KNOW**  
**MARYBETH LINSE, HCAFA EXECUTIVE COMMITTEE MEMBER-AT-LARGE**



**Harper Adjunct Advocate: What is your educational background?**

Marybeth: *I have a Bachelor of Science and a Doctor of Chiropractic Medicine.*

**Harper Adjunct Advocate: How have you applied your education?**

Marybeth: *From 1986 - 1997, I was in private practice in and around the city of Chicago. During that time, I was called to be an expert witness, both for the plaintiff and the defense. I stopped practicing and eventually started teaching as a result of my daughter being born with Type 1 SMA (Spinal Muscular Atrophy). She is a ventilator-dependent quadriplegic, and although I was told she would die before the age of two, I am blessed to say that she will be turning 19 in February. She has spent most of her life living at home. My teaching fit around her nursing schedule, and that is why and how I began teaching and was successful doing so.*

**Harper Adjunct Advocate: It seems that you went into teaching out of necessity. Has that worked out okay for you?**

Marybeth: *It has turned out so well. I have loved it, and I love my students! I have been teaching since the fall of 2002, and I have been at Harper since fall 2003. I have taught in the biology department, the health care department, and the massage program. I also teach at McHenry County College; I've been there since the spring of 2003.*

**Harper Adjunct Advocate: What has been your involvement with unions?**

Marybeth: *I started in the union at MCC in January 2010 as the vice president and became the president in May when the president left. While there, we renegotiated our contract and thanks to a presentation from our vice president, got a historic double digit raise which made MCC competitive salary wise. I left there in June of 2012 and came back in February 2013 as a past president. In March, 2013, I was appointed vice president and became president when once again our president left in May 2014. Currently, I am again vice president for MCCAFA. In addition, I am on the HCAFA executive committee serving as a member-at-large.*

**Harper Adjunct Advocate: With all your service to unions, it's clear that you believe in unions!**

Marybeth: *I believe that unions give us a voice. We are heard and are part of the making of decisions that affect us as a group. I know there is power in numbers, and I also know that because of our numbers, we ARE powerful! I look forward to continuing to play an active role in both HCAFA and MCCAFA.*

**Harper Adjunct Advocate: With all you do, do you have any time for hobbies?**

Marybeth: *I enjoy the outdoors, camping, fishing, and just being in nature. I enjoy reading and learning new things related to the body and the mind. I sing, enjoy photography, and pay attention to politics. I am enthusiastic about life and have a great sense of humor.*

**Harper Adjunct Advocate: Thank you. It's clear that your positive point-of-view has enhanced your life and will greatly benefit you, HCAFA, and Harper in the future.**

## **JOIN YOUR FELLOW ADJUNCTS AT OPEN HCAFA EXECUTIVE COMMITTEE MEETINGS!**

**HCAFA Urges You To Become A Member Of Our Team Of Active Adjuncts.  
The best way to understand HCAFA is by going to executive committee meetings.**

Join us each month for lunch and a chance to visit followed by our meeting.

L219

12:30 – 3:00

Friday, February 19

Friday, March 18

Friday, April 15

Friday, May 13

We know you're busy. HCAFA is tailored to your schedule; you can do as much or as little as you want.

## **HCAFA Welcomes 3 New Executive Committee Members!**

Crystal Bush, CTP Division Representative  
Marybeth Linse, Committee Member-at-Large  
Stuart Templeton, CTP Division Representative

## **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](http://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](http://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](http://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](mailto:hcafamembership@gmail.com).

**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: Gary Wilson	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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Stuart Templeton	hcafap1@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 3<sup>rd</sup> Floor of A,  
Contact Your Division Reps or Officers.  
Visit Our Website, [WWW.HARPERADJUNCTS.ORG](http://WWW.HARPERADJUNCTS.ORG).**

If undeliverable, return to  
Gary Wilson, MS/Math

PLEASE DELIVER TO: