



THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER**
September 2012, No.3, Vol. 7

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FROM THE PRESIDENT

Welcome back to all HCAFA members!

I hope that you all had a great summer, staying cool, relaxing a bit, and enjoying some time to yourselves.

HCAFA's negotiation team is proud to announce that our third contract has now been ratified by you, our membership. A big thank you to our HCAFA negotiating team for all of their time, expertise, and effort spent on preparations and negotiating the actual contract! The team spent a year in team meetings and about a half year in actual negotiations with the College. Although we have not gained everything that we had wanted for our members, such as health insurance, we have gained a number of other benefits that we hope you will be sure to take advantage of. Please see the review of the contract highlights within this newsletter for details. We feel that, given these tough economic times, what we were able to attain for all HCAFA members (teachers, librarians, and counselors) is proof that some mutual understanding between the College administration and HCAFA is possible. The Harper Board of Trustees will vote on ratifying the agreement on September 19.

"From the President" continues on p. 7

HCAFA MEMBERS APPROVE CONTRACT



Negotiating Team Members of Both HCAFA and the Administration:

Back Row: Roger Spayer, Gary Wilson, Brian Knetl, Rob Alexander, Judy Marwick, Laura Branski

Front Row: Sheryl Otto, Charmian Tashjian, Joanne Meyerhoff, Arlene Bublick

Not Pictured: Janice Cutler, Larry Price, and Amy Kunz

(Sheryl & Arlene are wearing the leis that got exchanged in negotiations each time a tentative agreement was reached.

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APPRECIATION OF NEGOTIATING TEAM MEMBERS

Our thanks go to HCAFA's dedicated negotiating team: Gary Wilson, Chair (MS); Rob Alexander (AEE), Arlene Bublick (AEE); Joanne Meyerhoff (COUN); and Charmian Tashjian (LibArts). Our gratitude also goes to Janice Cutler (MS) and Larry Price (LibArts) who acted as advisors and researchers for the team. All seven HCAFA team members volunteered their time! In addition, Amy Kunz (IEA Uniserv Director) brought HCAFA the expertise of the Illinois Education Association. The HCAFA team met on a regular basis preparing for negotiations for a year.

Our appreciation also goes to the administration's team members: Laura Branski, Brian Knetl, Judy Marwick, Sheryl Otto, and Roger Spayer.

Members of both the administration team and HCAFA's team attended several days of training in Interest-Based Bargaining (IBB) as well as 22 full negotiating sessions. Negotiations with college administrators spanned 7 months. The result of the effort is our 2012 – 2016 contract.



The 2012 – 2016 contract is available at harperadjuncts.org, our website. Members will receive hard copies of the contract as soon as they are printed.

HCAFA Team: Charmian, Gary
Rob, Joanne, and Arlene
Not pictured: Larry and Janice

EXPLANATION OF SOME OF THE CHANGES IN THE NEW AGREEMENT

The major change that you will notice in this agreement is that all HCAFA members (teaching faculty as well as librarians and counselors) are now represented in one agreement.

Article 3.4, Use of the College Email System

HCAFA has long sought to use the Harper Email System for two reasons--to reach adjuncts that we have not been able to contact in the past and to improve communication with HCAFA members. We prefer to contact our members at personal email addresses, but we recognize that some adjuncts do not have any email address besides the one they have at Harper.

Article 3.5, Membership Dues Deduction – Fair Share

HCAFA was, and is, legally required to represent all unit-eligible adjuncts whether or not they have paid dues to HCAFA. In 2005, Harper adjuncts signed their first contract which authorized HCAFA to collect membership dues from those wishing to join the union. In spring 2008, the contract initiated Fair Share fees for those adjuncts hired after fall 2006 who chose not to join the union. In addition, eligible adjuncts hired before fall 2006 were “grandfathered” and did not have to pay either dues or fair share fees. This became a burden for HCAFA, as by law, HCAFA was obligated to represent all unit-eligible adjuncts whether or not they paid dues. In essence, those adjuncts who chose not to pay dues or Fair Share fees were getting a “free ride” at the expense of dues-paying members. Fortunately, this situation will change; our new contract will eliminate grandfathering. In 2015, any adjunct who chooses not to join HCAFA will be required to pay a Fair Share fee which costs \$15 less per semester than full dues and does not come with all of the advantages of full membership.

Article 4. 5, Personal Paid Leave

½ Day Increments

Before this contract, personal paid leave had to be taken in whole day increments. For example, if an adjunct were teaching multiple classes and only needed to miss one of the classes, he/she would be charged for the full day. Now leave can be accessed in ½ day increments so that if only a portion of the assignment is missed, the adjunct will simply be charged a ½ day. For instance, if the adjunct were to miss one or two of his/her three classes on a particular day, the portion missed would be counted as a ½ day, not a whole day.

Special Circumstances Leave

In the past, adjuncts were docked pay if they missed more than their allotted personal paid leave days: 2 days off if teaching once or twice a week, 3 days off if teaching 3 days a week, and 4 days off if teaching 4 or 5 days a week. At HCAFA's urging, the College acknowledged that this caused a hardship for those adjuncts who needed to exceed the amount of leave time due to a special circumstance such as bereavement, illness, or a religious holiday. With our new contract, if an adjunct has used up his/her days and needs an additional day for one of the reasons given above, the adjunct can request an additional day off from the Dean.

Additional Day of Paid Leave for Special Circumstances in the Summer (Teaching Adjuncts)

Traditionally the College has only allowed one personal paid leave day in the summer citing the fact that the summer term is often far shorter than the fall and spring semesters. However, HCAFA has negotiated an extra day of paid leave in the summer for special circumstances such as bereavement, illness, and religious holidays.

Jury Duty Leave

This is a completely new provision. Any adjunct subpoenaed as a juror or witness on a scheduled work day will be paid the normal salary during the period of jury duty.

Librarians' and Counselors' Personal Paid Leave

Librarians and Counselors will be able to accrue up to 7 hours of paid leave time to be used in the following semester.

Article 8.2, Priority in Class Assignment for Long-Term Employees

HCAFA pressed the College to show it valued long-term employees by giving them priority in class assignments. The College will now assign faculty who have at least 300 credit hours at Harper 2 classes if requested.

Note: The term "credit hours" is misleading as the credit hours comprise more than actual teaching hours at Harper. Hours given for a Master's Degree (54 hours) and a MA +60/Equivalent (108 hours) are also included in the total. Check our contract Article 9.1, p. 26 for an explanation.

Hours in the summer count towards the total amount.

The increase in pay for this group will be somewhat higher than for the other groups.

If you believe you have incorrectly been excluded from this top group, please check your hours with Human Resources.

Article 9.1, Compensation

Most adjuncts will receive a 3% increase in salary the first and fourth years of the contract. In the 2nd and 3rd years, the increase will be tied to the Consumer Price Index Urban (CPIU), with a minimum of 2% and a maximum of 5%.

Adjuncts at both ends of the salary grid will receive a 3.5% increase in salary. All adjuncts will earn more if they move from one lane to a higher one because of hours worked at Harper or because of increased education.

An additional salary lane has been created at the end of the salary grid. The purpose of this additional lane is to provide adjuncts who have been employed at Harper for a long time with an additional salary increase.

Article 9.14, Professional Development

The Professional Development Provision has changed in many significant ways:

The biggest change is that Librarians and Counselors are now 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).

More money is available to each adjunct in our new contract. Each adjunct is eligible to receive \$400; in addition, if the adjunct's expenses exceed \$400, the adjunct may petition the Dean for additional money.

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

The pre-approval process is more thoughtful of particular circumstances than it was before. 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.

Additional Important Changes to Contract

Make sure to check out: Supervision of Students in Internship Experiences (Article 9.4), Online Class Development (Article 9.5), Evaluation (Article 8.1), Discipline (Article 7.1), Independent Study (Article 9.3), and Large Lecture (Article 9.7).

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 learn about you, you'll learn a lot about HCAFA, Harper, and your fellow adjuncts.

In the process, you'll help the union and you'll make new friends. 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.

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, October 19, 2012, 3:00 – 5:00

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

Friday, December 14, 2012, 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).



HCAFA SUSHI AND SANDWICH SOIRÉE C'était Magnifique!

On the first day of orientation week, HCAFA holds its Sushi and Sandwich Soirée, an informal get together for adjuncts. This year's Soirée was held on Monday, August 13. Although it was originally designed to give adjuncts new to Harper a chance to learn about HCAFA, it is now open to all adjuncts and has become an annual event.

Danuta Malczewska, our social events chair, made sure we had a feast and a feast for the eyes! The setting and goodies were outstanding and were enriched by relaxed conversation.

We wish more adjuncts had been with us. If you weren't with us this year, we hope you'll join us next year!



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.

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.

DANUTA MALCZEWSKA, AN ADJUNCT YOU SHOULD KNOW!

Harper Adjunct Advocate.: Please tell us a little about your background.

Danuta: I was born and grew up in Poland. My childhood and youth was spent behind the Iron Curtain. Many of my family members died in World War II. Mostly only the women survived. I like to think that the women in my family were strong and invincible and that I inherited those traits. I feel that I have gained a lot of insight from having lived on two continents and that it is a value that my students benefit from.

H.A.A.: What made you choose to come to the U.S.?

Danuta: The desire for personal freedom for ourselves and our children. I was 30 years old, married, and 6 months pregnant with my first child. We came to the U.S. in December 1989. Elizabeth was born in March 1990 and then my second daughter, Ursula, was born in July 1992. I became a U.S. citizen in 2005. We are first generation immigrants and had to endure all the hardships of it, just like old time Pioneers. From this experience, I learned the value of family, tradition, and the significance of love and friendship.

H.A.A.: Tell us about your interior design career.

Danuta: I received my Masters of Arts in Interior Design from the Warsaw Academy of Fine Arts in 1986. I have worked as a store designer as well as a graphic art designer and illustrator. I have a private interior design company named *Danuta Malczewska Elements of Style*. I have also published a series of articles about interior design and was honored to be a judge at the national level design and remodeling competition NARI Coty Awards. I hope that all these professional experiences make me a valuable instructor for my students.



H.A.A.: How long have you been at Harper College and have you found your job satisfying?

Danuta: I have been working at Harper College as an interior design instructor for the past 16 years. My work at Harper has been very rewarding and satisfying. I have been able to combine my genuine interest in other people, love of teaching, and love of design. I feel fortunate to have been able to share my passion and achieve the principal goal of teaching: aiding students in acquiring meaningful knowledge and comfort in the area of study.

Over the years, I have heard from students that I was the best teacher they ever had, that I was not only their design instructor but a friend and mentor, that they continued to study and received their degree only because of my having been their instructor early on, and that they loved my accent. It can't be any better than this!

H.A.A.: Do you have time for any other activities?

Danuta: Absolutely! My daughters are the center of my life. They are currently students at UIC. Elizabeth is a graduate student pursuing a Master's Degree in Statistics. She earned her bachelor's degree in mathematics in three years as a magna cum laude. Ursula is pursuing her bachelor's degree in chemical engineering. I enjoy spending time with my family, going on walks, and traveling. We like to hit the road as often as we can. They like to cook gourmet meals, and I enjoy eating them.

I also volunteer for Hospice and Palliative Care of Northeastern Illinois where I help others to enhance the quality of life of those coping with serious illness, end of life, and loss.

In addition, I have had a very rewarding experience being on the executive committee of HCAFA. I am currently acting as a representative to the Career Program Division (CP) as well as being the social chairman. Through my involvement, I have had the pleasure of meeting wonderful people working on this committee who I dearly admire and love.

H.A.A.: Danuta, thank you for letting us get to know you. We look forward to getting to know you even better in the future. Harper is truly lucky to have you on its faculty, and HCAFA is fortunate to have you on the exec committee.

President's Column Continued from p. 1

The understanding we developed stems partly from using, for the first time, interest-based bargaining (IBB), a less adversarial approach to negotiations, and one that develops a better long-term relationship between the parties involved in the process. We certainly are not totally happy with the contract, but we have made progress in each of our contract negotiations. Given that this is only HCAFA's seventh year in existence, the progress we have made is considerable.

I feel that the most important thing that we can do is to try to achieve respect and recognition for the outstanding work of our adjuncts, who teach more than half of the classes at Harper, often teaching the same classes or advising the same students as full-time teachers, librarians, and counselors. In gaining respect and recognition for our important roles at Harper, we not only help ourselves, we assure the success of our students. And that is the reason that we are all here doing what we are doing, after all.

Charmian Tashjian

HELP THE Harper Adjunct Advocate HIGHLIGHT MEMBERS

To share your story or accomplishment with fellow adjuncts, please contact Arlene Bublick at hcafasecretary@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 important rights, go to the HCAFA website, 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. 8 of this newsletter or at www.harperadjuncts.org.

BULLETIN BOARD

HCAFA has one official 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, HCAFA will post union information on that bulletin board and on others around the college. Currently, you can find information on our upcoming meetings, on whom 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.

**HARPER COLLEGE BOARD MEETINGS
In Wojcik Center, Room 214, at 6:00**

- Wednesday, September 19, 6:00
- Wednesday, November 14, 2012
- Wednesday, December 19, 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 on p. 8.*)

**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
Secretary: Arlene Bublick	hcafasecretary@gmail.com
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

AEE:		MS:	
Rob Alexander	hcafaels1@gmail.com	Gary Wilson	hcafamath1@gmail.com
Taimi Wilk	hcafaels2@gmail.com	COUNSELORS	
CP:		Joanne Meyerhoff	hcafalibcoun1@gmail.com
Danuta Malczewska	hcafap1@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!
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:

