



THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER**
March 2015, No.2, Vol. 10

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**Join the HCAFA Team;
Volunteer to Be Nominated
As an HCAFA Officer
Or Division Rep.**

If you are interested in serving as an officer or rep, contact Dwain Thomas at hcafalibcoun1@gmail.com.
**HCAFA ELECTION AND BYLAW RATIFICATION
AT MEETING ON APRIL 10, 2015**

Congratulations to Our Newly-Elected Delegates to Region 42 and to the IEA and NEA Representative Assemblies

Monica Koziol will be the HCAFA representative to the Region 42 board and will attend monthly meetings.

Taimi Wilk and Tom Shanahan will represent us at the IEA RA (Illinois Education Association Representative Assembly) at the Hyatt Regency O'Hare in Rosemont from April 16 to April 18, 2015. Tom will be there in a dual capacity as he will be there on behalf of HCAFA and HCMA (the Harper College Custodial and Maintenance Association). We know they will represent both HCAFA and HCMA well.

Taimi Wilk is also going to represent us at the NEA RA from July 1 to July 6, 2015 in Orlando, Florida.

Join Your Fellow Adjuncts at HCAFA Executive Committee Meetings! HCAFA monthly meetings will be held on campus in L222.

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

1:00 – 3:30

Friday, March 13

Friday, April 10

Friday, May 8

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HCAFA CARES!



COMING SOON TO A DIVISION NEAR YOU

The Liberal Arts division was the first to enjoy a day of coffee provided by HCAFA; AEE was the second.

Coffee was available all day in the adjunct offices.

Adjuncts had a chance to drop by for a cup of coffee and visit other adjuncts in their division before and after class.

HCAFA hopes to continue that tradition.

We need help making sure that coffee is available to adjuncts in your division all day! Priority in having a coffee day will be given to any division 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.

HCAFA CARES ABOUT YOUR WORKING CONDITIONS!

Marcie Sacks-Botto is an adjunct counselor and a member of LAND, the Learning about Abilities Not Disabilities Employee Resource Group, a group by and for Harper employees with differing abilities/disabilities. She urges adjuncts to join the new ERG. LAND serves as a support network for employees who have differing abilities. In addition, it will provide campus awareness about the challenges and opportunities that employees with disabilities encounter on campus.

LAND meets on the first Thursday of every month (March 5, April 2, and May 7) at 1:00 pm. in J240.

If you are interested and/or have questions, please email Pascuala Herrera at pherrera@harpercollege.edu or phone her at 847 925-6266.

HCAFA CARES ABOUT ADJUNCTS NATIONWIDE!

HCAFA contacted members about National Adjunct Walkout Day (February 25) and urged adjuncts not to walk off the job. Our current contract is still in effect; therefore, walking off the job would not be legal. Although HCAFA supports the concept of publicizing the plight of adjuncts across the nation, we did not want anyone to be subject to discipline by the Harper administration.

It would be nice to think that the public and Harper recognized the inequities that adjuncts face and would strive to eliminate them. One adjunct commented that he would welcome the day when along with adjuncts, members of the administration the community, and students would hold a National Adjunct Walkout Day to protest the plight of adjuncts.

HCAFA CARES ABOUT YOUR CONCERNS REGARDING SHARED GOVERNANCE!

Shared Governance at Harper can only be valuable if there is meaningful representation of all employee groups. Although adjuncts are the largest employee group at Harper, adjuncts have been included in a limited capacity in Shared Governance. The role adjuncts play has become even more limited due to adjuncts' resigning from committees. Some adjuncts have expressed concern that their time working on Shared Governance committees is not valued by the College. Some have said that decisions about meeting times have resulted in inconvenient meeting times or times when they were not available. Others have said that they had to make special trips to Harper for the meetings even though they were not compensated for their time or mileage. HCAFA would like to have adjuncts play a stronger role in Shared Governance. We would like to see meetings planned around adjuncts' schedules with compensation for attending meetings and more value placed on their input.

HCAFA CARES ABOUT YOUR OPINION REGARDING THE EVALUATION SYSTEM!

Michael Bates (Associate Director of Café) and Jack Henderson (Assistant Director of CAFÉ) have been enthusiastic and dedicated supporters of adjuncts. Recently they have taken on the evaluation system with the goal of figuring out how to improve it and make it more meaningful to adjuncts, the College, and the students we serve. The new pilot evaluation program provides three choices of evaluation methods: the traditional method, the reverse-peer evaluation method, and the goal-based method. At HCAFA's January Executive Committee Meeting, the Executive Committee agreed to pilot the new evaluation system for one more semester. If you have been evaluated using the new system, HCAFA would benefit from hearing your comments.

Go to www.harperadjunct.org and check *The Harper Adjunct Advocate* October 2014 newsletter for a complete summary of the program.



CAFÉ Directors and HCAFA Executive Committee Members Meet to Discuss Extension of Pilot Evaluation Program

Michael Bates (CAFÉ Associate Director), Charmian Tashjian (HCAFA President), Jack Henderson (CAFÉ Assistant Director), Taimi Wilk (HCAFA Vice President/Grievance Chair), Danuta Malczewska (Social Chair)

HCAFA CARES ABOUT YOU AND YOUR FAMILY!

In the last issue of *The Harper Adjunct Advocate*, we reported about adjunct Jen Godish's family's difficulty dealing with her son Bradley's leukemia. We'd like to give you an update. In February Bradley received his stem cell transplant; his twin sister, Charlotte, was the donor. He had an easy first ten days but is beginning the hard part now as the new stem cells start to take hold. This is truly medical magic. That magic comes at a great financial cost to the family. In the last issue, we informed you that the union could not contribute to Bradley's fund, #bradleystrong at Gofundme.com, but we urged you as individual adjuncts to help if you could. Jen appreciates the contributions that we have made and would welcome any further help. If you have questions, contact Joanne Meyerhoff at hcafalibcoun1@gmail.com.

HCAFA CARES ABOUT THE FUTURE OF EDUCATION IN ILLINOIS!

Amy Kunz, HCAFA Uniserv Director, said that because of some legal cases coming before the Supreme Court as well as Governor Rauner's hostile actions regarding unions, the IEA has been having conversations about the best way to prepare for the future. IEA is trying to rethink how IEA works. IEA is seeking ways to continue to give its members quality support in order to provide members with a meaningful future. This is a dialogue that adjuncts are encouraged to participate in.

Contact Amy at *the IEA office at 847 359-0300 and speak with Amy or Hasmig.*

HCAFA CARES ABOUT PROTECTING YOUR RIGHTS

Special Circumstance Leave

Familiarize yourself with your contract.

“When all allotted personal days are used for circumstances beyond an adjunct employee’s control, he/she can seek approval from his/her Dean for an additional day to use for a religious holiday, personal illness, or bereavement of a close relative.”

The wording regarding Special Circumstance Leave in the 2012–2016 agreement with the college has been interpreted differently by HCAFA and the Harper administration. HCAFA understands the intent of the provision to be broader than the administration does. The College is interpreting the provision in its narrowest sense. HCAFA thinks that the Dean has the possibility of granting an extra day for significant reasons not itemized in the agreement. However, at this point, HCAFA has no choice but to accept the College’s interpretation until a new contract is negotiated.

Professional Development

We’d like to remind you again of some of the professional development benefits you have—some available to all adjuncts at Harper and some only available to members.

Available to All Adjuncts:

- The Take-Home Software Program
- Any programs or classes sponsored by CAFE

Professional Development Money for Members Only (Article 9.14 of Adjunct Contract)

- 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 from the fund.
- 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.
- You can access the professional development form by going to www.harperadjuncts.org and clicking on the “Document” tab at the top. Then go to “Form on the Harper Portal” under the heading “Professional Development.” You will be asked to log on to the Harper website. You will find the form under the heading “Most Requested Forms.”

**REMINDER: \$21,000 (70%) REMAINS IN OUR PROFESSIONAL DEVELOPMENT FUND.
APPLY NOW FOR MONEY TO USE THIS SEMESTER AND/OR DURING THE SUMMER.**

We are adjuncts helping adjuncts! HCAFA Cares about all of our adjunct members. Share your story with your HCAFA adjunct family. Please let us know if there is any way we can be of help.

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.

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.

FROM THE PRESIDENT

Dear HCAFA Colleagues,

I hope that your spring semester is going well.

Spring has not been a good time for unions. I am sure that you are aware that unions have been under attack in Illinois and across the nation. It is important to understand that the action Governor Rauner took recently does not impact IEA members; it only affects employees of the State of Illinois, not employees of school districts. However, the IEA, our parent organization, anticipates that the governor will eventually target IEA, IFT (The Illinois Federation of Teachers), and all public employee unions. If this does happen, as it has in Wisconsin and elsewhere, our IEA President, Cinda Klickna, believes that we will need to fight back. HCAFA and IEA may need to contact you immediately; therefore, it is important that IEA and HCAFA have your contact information. Please give IEA your home email address. Your school email could be blocked, so we need to have your home email on file. In case of an emergency, we need your cell phone number so you can be alerted immediately via text when the attack comes. Either go to the IEA website at www.ieanea.org and go to the IEA member login or call IEA Connect toll free at 1-844-IEA-1800 to speak with an IEA staff person. IEA Connect calls are taken from 7:00 to 7:00, Monday through Friday. In addition, please email your contact information to HCAFA's membership chair, Gary Wilson, at www.hcafamembership@gmail.com.

At our last HCAFA meeting, Executive Committee member Joanne Meyerhoff gave us a very fine update on the current attacks on unions by the governor. We plan on having continued updates at each meeting and speakers to discuss issues concerning higher education in Illinois. Please come to an Executive Committee meeting; you are always welcome at meetings! And please consider joining the Executive Committee, a terrific group of dedicated adjuncts whose mission is to help make Harper a better place for students by making it a better place for adjunct teachers, librarians, and counselors. We'd love to have you on board!

In the meanwhile, please look for our upcoming member survey which will be sent to your home email address. Stay healthy, warm, and think spring!

Charmian

President, HCAFA

HCAFA EXECUTIVE COMMITTEE OFFICERS

President: Charmian Tashjian	hcafapresident@gmail.com
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Harper Adjunct Advocate Editor: Arlene Bublick	hcafasecretary@gmail.com

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Taimi Wilk hcafaels2@gmail.com	COUNSELORS
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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. 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.

JOANNE MEYERHOFF, AN ADJUNCT YOU SHOULD KNOW!



Joanne with her husband, Jerry, and their grandson, Vincent

Adjunct Joanne Meyerhoff, in addition to being a multi-faceted multi-degreed woman, is the personification of the modern woman and a true Harper success story. Her road to becoming a counselor in the Center for New Students was not a straight one even though her education started in a traditional way. Living in the Chicago area, she attended Maine East High School and then went to UIC where she got a B.A. in history and English.

She taught high school and middle school history for a short while and then took a break from working to raise her children. She decided to go back to school part-time at Harper to prepare for the CPA exam. She was a student at Harper for 3 years. After attending Harper, she started her own tax practice and continued it for 15 years. She then went on to get a Master's Degree in counseling from Roosevelt University. Since 2006, Joanne has been a counselor in the Center for New Students. It's clear that Joanne's varied degrees have enriched her and have allowed her to bring more to each new job.

Joanne is married to Jerry, and they have two grown children, Jeff and Julia. Jeff lives in Evanston. Julia, her husband, Paul, and grandson, Vincent, live in Davenport, Florida near Walt Disney World where Julia and Paul work. Joanne is happy that Jeff lives close by and that Julia lives in a nice place to visit.

In addition to school, work, and family, Joanne has devoted herself to IEA/NEA. She has been a member of the IEA/NEA since she started teaching. She was a past regional Vice President of the Waukegan Region, and she currently serves on the HCAFA Executive Committee as the counselor representative and co-secretary. She also serves as the HCAFA regional representative and served on the negotiating team for the last contract.

When asked what she does in her spare time, Joanne replied that she serves on the UIC College Alumni Advisory Board. Joanne and her husband were members of the University of Illinois Chicago Circle 50th anniversary committee as well as advocates for giving to the college. She also loves to read, play the piano and sew. She and her husband love to travel—especially to Florida to see their family.

On behalf of HCAFA, we would like to thank Joanne for making HCAFA a priority in her life!

THERE ARE MANY WAYS TO STAY CONNECTED TO HCAFA!
Come to HCAFA Executive Committee Meetings.
Read *The Harper Adjunct Advocate*
Check out our bulletin boards in F, L, J, and 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: