



# **THE HARPER ADJUNCT ADVOCATE**

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION  
NEWSLETTER**

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## **NEGOTIATIONS FOR OUR NEW CONTRACT BEGIN ON APRIL 22, 2016.**



Table Negotiators: Charmian Tashjian, Amy Kunz, Crystal Bush (lead), Stuart Templeton, and Marybeth Linse  
(Not pictured) Support Team Members: Rob Alexander, Arlene Bublick, Janice Cutler, Dwain Thomas, and Taimi Wilk

### **HOW HAS YOUR BARGAINING TEAM PREPARED?**

- We've assembled an outstanding negotiating team, a team that combines those with fresh new ideas along with those with years of experience. All are enthusiastic and feel very positive.
- We've spent an enormous number of hours preparing for negotiations.
- We've been equipped with the skills necessary for different forms of bargaining—traditional bargaining, interest-based bargaining, and a blended form of bargaining.
- We've listened to all who attended our numerous focus groups. Nothing could have been more satisfying than having attendees want to continue the meetings well past the time allotted for discussion.
- We've learned. We've read the surveys you completed; we understand the direction you want us to take. (The number of respondents to our surveys surpassed our wildest estimates. Due to the large number, we are confident that when we speak, we speak for all of our members.)
- We've looked at contracts from many other adjunct unions. We've become well versed in the strengths and weaknesses of our contract with Harper.
- We've looked at the contracts from the other employee groups at Harper with an eye particularly to that of full-time faculty. If we are to be one faculty at Harper, the Harper full-time faculty contract should be reflected in our contract.
- We've assembled additional experts to advise us. We recognize that our expertise is in teaching; we know we will profit from asking others to add their knowledge to ours.
- We've gotten and will continue to get help from our parent organizations, IEA and NEA. Both are organizations that have vast resources and personnel that we can rely on.
- We've been steadfast in our determination to work with the Harper administration, but always with the consideration of how that cooperation will benefit adjuncts and the students we serve.
- We've recognized that we could be negotiating for a long time. We'll negotiate for as long as needed. The team is willing to dedicate any time necessary to get the job done right.

We're ready; you have helped make us ready!



# MAY 13, 2016

## HCAFA COMPLIMENTARY DINNER & RALLY

Westwood Tavern & Inn  
6:30 –9:30 p.m.

Join Harper College Adjunct Faculty for an exciting evening.  
Please respond soon to secure your place.

Adjuncts' guests will be welcomed If space permits.  
You may add the name of one adult guest to our priority waitlist.

NETWORK WITH  
FELLOW ADJUNCTS

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ENJOY A BUFFET  
STYLE DINNER  
COMPLIMENTS OF  
HCAFA  
CASH BAR

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MEET YOUR  
CONTRACT  
NEGOTIATIONS  
TEAM

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WELCOME OUR  
NEWEST MEMBERS

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SPECIAL GUEST  
SPEAKER

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WESTWOOD TAVERN  
& INN

1385 N. Meacham Road  
Schaumburg, IL 60173

Space is Limited.  
RSVP to Crystal at  
hcafacp1@gmail.com.

# **SUPREME COURT SPLIT OVER TEACHERS' DUES DELIVERS WIN FOR UNIONS!**

FoxNews.com Report on Tuesday, March 29, 2016

The Supreme Court split 4-4 Tuesday on a challenge brought by public school teachers who objected to paying union dues, delivering a big win for the unions – in the first major case where the late Justice Antonin Scalia's vote would have proved decisive. The California teachers in the case had challenged a state law requiring non-union workers to pay “fair share” fees into the public-employee unions to cover collective bargaining costs.

The court, with its split decision, left in place a lower court ruling favoring the unions.

The result is an unlikely victory for organized labor after it seemed almost certain the high court would rule 5-4 to overturn a system in place nearly 40 years. The court is operating with only eight justices after the death of Scalia, who had been expected to rule against the unions. The one-sentence opinion Tuesday does not set a national precedent and does not identify how each justice voted. It simply upholds a decision from the 9th U.S. Circuit Court of Appeals that applies to California and eight other Western states.

Still, the original case challenged a system in place for more than 5 million workers in 23 states and Washington, D.C., who are represented at the bargaining table by public sector unions. Labor officials worried the potential loss of tens of millions of dollars in fees would reduce their power to bargain for higher wages and benefits for government employees.

The union case is among a handful of high-profile disputes in which Scalia's vote was expected to tip the balance toward a result that favored the conservative justices. Since Supreme Court decisions are not final until they are handed down, nothing Scalia did or said in connection with the case before his death mattered to the outcome.

The group of California teachers backed by a conservative group said being forced to pay union fees violated the free speech rights of nonmembers who disagree with the unions' positions. They had urged the justices to overturn a nearly 40-year-old Supreme Court decision that allows the unions to collect the fees. The high court had raised doubts about the viability of the 1977 precedent, *Abood v. Detroit Board of Education*, but it stopped short of overturning it in two recent cases. In *Abood*, the court said public workers who choose not to join a union can be required to pay for bargaining costs if the fees don't go toward political purposes.

The lead plaintiff was Rebecca Friedrichs, a public school teacher from Orange County, California, who said she resigned from the California Teachers Association over differences but was still required to pay about \$650 a year to cover bargaining costs.

Labor leaders called the lawsuit part of a coordinated effort by conservative groups to weaken labor rights. Union officials say the fees are necessary because it has a legal duty to represent all teachers at the bargaining table, even those who are not part of the union.

## **PROBLEM?**

Problem? Contact Taimi Wilk, HCAFA grievance chair, at [hcafagrievance@gmail.com](mailto:hcafagrievance@gmail.com) as soon as possible. It is imperative that we 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 an in depth explanation of these very important rights, go to [www.harperadjuncts.org](http://www.harperadjuncts.org), the HCAFA website, 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)

**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

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*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](mailto:hcafapresident@gmail.com).*

**Visit Our Website, [WWW.HARPERADJUNCTS.ORG](http://WWW.HARPERADJUNCTS.ORG).**

If undeliverable, return to  
Gary Wilson, MS/Math

PLEASE DELIVER TO: