



THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER**
March 2017, No. 1, Vol. 12

© 2017, Harper College Adjunct Faculty Association, IEA/NEA

(847) 359-0300

553 N. North Court, Suite 210, Palatine, IL 60067-8124



RATIFICATION OF THE ADJUNCT FACULTY TEACHERS, LIBRARIANS, AND COUNSELORS' CONTRACT FOR 2016 – 2021!

Our thanks go to our dedicated negotiating team members: Crystal Bush, Marybeth Linse, Charmian Tashjian, Stuart Templeton, and Amy Kunz (IEA Uniserv Director). They dedicated countless hours to both preparing for negotiations and negotiating with the administration.

Negotiations with the college began in April and ended in January. Our contract was ratified by our members and agreed to by the Harper College Board of Trustees on February 15, 2017.

CHANGES IN THE FEDERAL UNEMPLOYMENT TAX ACT AFFECT ADJUNCTS

Adjuncts may now be eligible for unemployment compensation during times when they are unemployed! In a detailed explanation of the requirements for eligibility, our sister union, the American Federation of Teachers, AFT, defines precisely what determines whether or not you will be eligible for benefits. For a better understanding of the details, go to the AFT website, www.aft.org, enter *adjuncts_unemployment.pdf* in the search bar at the top, and then click on the 2nd link for the complete pdf file.

| | | | |
|---|---|--|--|
| <p>Page 2-3 Highlights of HCAFA's Contract for 2016 – 2021</p> <p>Page 4 A Brief Summary of HCAFA's History</p> | <p>Page 5 HCAFA President's Column Higher Ed Collar County Meetings</p> | <p>Page 6 Stuart Templeton, An Adjunct You Should Know</p> | <p>Page 7 Elections HCAFA Exec Committee Meetings Weingarten Rights Page 8 HCAFA Contact Information</p> |
|---|---|--|--|

WHAT'S NEW IN HCAFA'S 4TH CONTRACT?

For complete information, please see the contract itself. Printed copies will be given to all full members and will be online on our website, www.harperadjuncts.org as well as on the Harper portal in the near future. If you have any questions, feel free to ask any of HCAFA's division representatives or officers (*listed on page 8 of this newsletter*) or our IEA liaison, Amy Kunz, at 847-359-0300.

There were many changes made in HCAFA's new contract; the following are some of the highlights:

Improved Salary Structure:

- Payment will be for contact rather than credit hours. This affects those classes where contact hours exceed credit hours, such as classes with labs.
- Expansion of doctoral degrees that are eligible for pay increases includes but is not limited to DDS, MD, JD, DC, OD, DO, PhD, EdD, and DMA.
- Expanded access to top earnings with the reduction of the number of credit hours required reduced from 299 to 260
- Salary schedule movement for everyone will no longer occur just once a year but instead at the start of each academic semester (excluding summer term).
- Increased personal compensation due to simplification of the pay structure with only two pay columns rather than six. Column One: Masters or Equivalent (which includes any degree that is less than MA); Column Two: Masters+60 or Doctorate
- Pay increase for year one of the contract
First year pay increase goes into effect spring 2017.
Adjunct teaching faculty: minimum of 0.8% increase; maximum of 2.3% increase
Adjunct librarians/counselors: Minimum of 0.95% increase; maximum of 0.96% increase
- A one-time longevity stipend of \$300 will be paid to every employee who was employed during the fall 2016 semester and who works either the spring 2017 or the fall 2017 academic semester.
- For everyone, the base cell increase with subsequent impact to salary schedule will be increased yearly in August in years 2, 3, 4, and 5 as determined by the Consumer Price Index Urban (CPIU) with a minimum yearly increase of 1.5% and a maximum yearly increase of 3.5%.

Compensation for Stacked Classes Improved:

- Increased compensation for multiple preparations

Assignment of Classes

Increased number of classes assigned:

- Obligation of the College to make a reasonable effort to assign a minimum of nine hours to Level II adjunct teachers
- Obligation of the College to make a reasonable effort to assign minimum at least six hours to "excellent" faculty

Assignments are made six weeks before start of the next semester.

- The College will contact adjunct faculty members via phone and/or the College email system regarding assignments made.
- If the College deems a teacher is "not excellent" for the purpose of assignments, the College must provide the following to the adjunct faculty member nine weeks prior to the start of the next semester:
 1. A notice in writing of the reason for "not excellent" status
 2. Recommendations for improvement

Paid Sick Leave Benefits:

- All adjunct teaching faculty teaching a minimum of 3 credit hours will receive one paid sick day and one paid personal day per semester, including summer term. The reason for the leave need not be disclosed.
- All adjunct librarians and counselors working at least 160 hours a semester can utilize their paid leave for illness, disability, or a medical emergency which confronts them or their immediate family.

Special Circumstance Leave:

- When all allotted paid leave days are used for circumstances beyond an adjunct faculty'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 an immediate family member, provided the days fall on the adjunct faculty's regularly scheduled workdays.
- When special circumstances leave is approved for purposes of illness, immediate family is defined as qualified dependents or family members living in the adjunct employee's home for whom he/she is the primary caregiver. In the case of an extended illness, an adjunct faculty may seek approval of his/her Dean for up to one calendar week absence. The College may request documentation for such leave.

Creation of Level II status:

The College supports and benefits from adjunct employees who are involved in professional development and college service. To recognize adjunct employees who complete a body of work in these areas, the College will provide incentives including the following:

- Increased compensation of 2.5% per contact hour for teaching adjuncts or per clock hour for adjunct librarians and counselors
- Priority in course assignment
- An interview for a posted full-time faculty position for which the adjunct employee is qualified.
- Details of the Adjunct Employee Engagement Program (AEEP) will be developed by a workgroup that includes college staff and adjunct employees from each academic division. The Adjunct Employee Engagement Work Group (AEEWG) will determine timelines, work required, and applicable professional development and college service opportunities. The AEEWG will make a recommendation prior to the start of the fall 2017 semester.

The Beginning of Bumping Rights

- If an adjunct faculty member's only assignment is withdrawn for whatever reason, the Dean must make a reasonable effort to assign a pending unassigned section of at least three credit hours that is likely to run to the affected adjunct faculty member.
- If no unassigned sections are available, the Dean will reassign a section assigned to a non-unit eligible adjunct faculty member providing the reassigned class is not the only class assigned to the non-unit adjunct faculty member.
- If no section is available, the Dean must request voluntary reassignment of a full-time instructor's overload assignment.
- If no reassignment of a full-time instructor's overload assignment is possible, the Dean must request a voluntary reassignment of unit-eligible adjunct faculty member's assignment.
- If no reassignment options are available, HCAFA may request a meeting for the College to demonstrate reasons for non-reassignment.

SOME HCAFA HISTORY YOU SHOULD KNOW!

1st Attempt at Forming a Union for Teaching Adjuncts

1991: Harper adjuncts supported by IEA-NEA made their 1st attempt at forming an adjunct union. Some of the adjuncts involved in that attempt are still active members today. Special thanks to current HCAFA members: Arlene Bublick, Larry Price, and Dwain Thomas.

1992: IEA petitioned the Labor Board for a union representation election. That prompted a long legal battle before the Labor Board.

HCAFA won the representation election in a landslide vote.

Harper College took the case to the Illinois Appellate Court.

1994: The Court nullified the election by ruling that adjunct faculty were “short-term” employees not covered by the state collective bargaining law as there was no assurance of employment. The Court noted that adjuncts could be dismissed at any time. *This became known as the Harper Law.*

YEARS OF LITIGATION

2nd Attempt at Forming a Union—for Adjuncts Teaching at Least 6 Credit Hours

2002: IEA lobbied the state legislature and succeeded in getting the law changed, and as a result, removing the barriers to organizing.

2003: The change became effective January 1, 2003.

Current HCAFA member, Janice Cutler, along with the 3 adjuncts mentioned above and many who are no longer at Harper were involved early in this effort:

March 4, 2004: Election notice from the College that both CCTU, Local 1600, IFT-AFT/AFL/CIO and HCAFA, IEA-NEA would be on the ballot.

March 15, 2004: Local 1600, IFT-AFT, asked to be removed from the ballot.

March 16 - 17, 2004: Election

HCAFA won a landslide victory and was able to represent adjuncts teaching 6 credit hours or more.

Attempt at Representing Adjuncts Who Worked Just 3 Credit Hours

2004: Petition filed to allow adjuncts working 3 credit hours to be represented by HCAFA.

October 19 - 20, 2004: Representation election for those working 3 credit hours

HCAFA was allowed to represent all eligible adjuncts teaching at least 3 credit hours.

August 2005: 1st Contract (2005-2006)—covered adjuncts with teaching loads of at least 3 credit hours in 4 consecutive academic semesters of teaching. This contract was followed by a 2nd (2006-2010).

Adjunct Faculty Librarians and Counselors

Current members Kristin Cushing and Larry Barr and others negotiated the librarian/counselor contract.

May 22, 2007: 1st Contract (2006 – 2010)—covered adjunct librarians and counselors who were assigned to work a minimum of ten hours per week for at least 4 consecutive academic semesters.

Additional Contracts:

2010 - 2012: Contract Extension for Librarian/Counselor and Teaching Faculty

2012 - 2016: 3rd Contract for Teaching Adjuncts; 2nd Contract for Librarians & Counselors

The contract covered both adjunct teaching faculty and adjunct faculty librarians and counselors.

The contract also recognizes dual unit employees.

2016 – 2021: Current Contract for All Qualified Adjuncts (*See pages 2–3.*)

PRESIDENT'S COLUMN

Greetings, Adjunct Colleagues!

As you may know by now, HCAFA negotiated our fourth contract with Harper College and the contract was voted on and ratified by an overwhelming majority by our full members and by the Harper Board of Trustees on February 15th.

Before the Board's vote, Dr. Ender asked me to say a few words. In my address, I noted that HCAFA's members are all adjunct teachers, librarians, and counselors who are all committed to Harper, dedicated to student success, and to the improvement of the community at large. I also noted that since it is only our fourth contract, there was much that it needed and that we still wish we could have agreed upon. Our adjunct teachers are fully qualified and teach about $\frac{2}{3}$ of the classes at Harper; we felt that it would be appropriate for there to be better pay equity with the full-time teachers, librarians, and counselors than we were able to receive. We recognize that at present the economic climate is difficult. And, as with our previous contract, we would have liked to have been able to have bargained better paid leave, more professional development money, and health benefits, which we feel is a basic human right.

I noted that adjuncts' working conditions are our students' learning conditions, so the improvements that we had jointly agreed upon with the Harper administration would be beneficial not only for our adjuncts, but also for the students and the College as well. I continued by saying that HCAFA realizes that negotiations are never totally won by either party and that compromises must be made by both parties involved.

The new contract is in some ways very different in its scope than our previous contracts. It is a progressive, forward-looking contract that shows how people can "think outside the box" even during tough economic times. For example, in its development of an Adjunct Engagement Program, a new tier of adjuncts will be recognized for more personal professional development and college service.

Our negotiations were tough and they took almost nine months of bargaining with the College administration. And even before that we reached out to you, our members, with phone calls, surveys, and focus group meetings trying to find out what types of things we should improve upon in our contract negotiations. You spoke, we listened. We hope that you are pleased with what we were able to negotiate for you.

You can read about the contract changes in this newsletter and on our website, www.harperadjuncts.org.

COLLAR COUNTIES HIGHER ED MEETINGS

HCAFA is part of an exciting new group of colleges and universities from the Collar Counties of Chicago that has been meeting regularly for about a year now. The purpose of this group is to help support one another. All agree that we should continue these meetings since Higher Ed unions face a landscape quite different from K-12 unions.

Up to now, each Higher Ed union only met with K-12 union representatives and found very little in common with them. Charmian, as president of HCAFA, has been meeting with presidents from Oakton, COD, CLC, McHenry, Joliet, Elgin, and Moraine Valley. In addition, the presidents from Roosevelt and City Colleges of Chicago, as well as the president of the IEA Higher Ed Council, and the chair of the only existing Higher Ed region in Illinois, the Chicago Higher Ed region, have also attended some of the meetings. These organizations are part of the Illinois Education Association (IEA/NEA) like HCAFA or are part of the Illinois Federation of Teachers (IFT/AFT). We are glad to be coordinating our efforts with our fellow union members.

So far it has only been adjunct unions that have been represented at these meetings. The meetings have been focusing on various common issues that local unions are currently facing, such as bargaining, seniority, lack of health care, office hours, and reductions in class assignments due to the Affordable Care Act and SURS. Problems, ideas, and solutions are shared. All are encouraged by knowing that we are not alone in our struggles and by the support we have from each other..

It just goes to show you that the old union adage that there is strength and unity in numbers is so very true!

STUART TEMPLETON, AN ADJUNCT YOU SHOULD KNOW

Harper Adjunct Advocate: Stuart, where are you from?

Stuart: I remember when I was a boy, about 10 or 11 years old, I asked my grandfather where I was from? He said, “Son, if anyone ever asks you where you are from, you tell them Chicago, Fort Wayne, and Traverse City.” I was born in Chicago, spent a decade in Fort Wayne, and enjoyed many summers in Traverse City on Long Lake. I have lived in Rolling Meadows for the past 18 years.

Advocate: How long have you been teaching at Harper College, and what was your experience before teaching at Harper?

Stuart: The first part of your question is easy. I’ve been teaching at Harper for 3 years. The second part of your question is a little more complicated. Prior to my life at Harper, I had a 25 year career in transportation repair. I worked on many forms of transportation for retail and commercial companies and also had my own company, T2 Automotive. In addition, I had extensive experience with construction equipment and small equipment repair while working in used car shops, independent auto repair shops, for construction machinery dealers, and even at a GM dealer. I did some occasional jobs framing houses or painting.

Advocate: What brought you to Harper?

Stuart: Due to injuries and wear and tear on my body, I decided to go to Harper to learn how to weld. I had been welding for 25 years but never really knew the process top to bottom. Once I had taken some courses, I decided to see if I could get an associate’s degree. During my quest for a degree, I was asked to be a student aide. While I was student aide, I was asked to teach a carpentry course. So, four associate degrees and four certificates later, I applied for a full-time faculty position. I was chosen by the full-time faculty search committee to be the sole candidate for a final interview with the provost of the college. A few weeks after the interview, I found out that I was not going to be offered the job due to my not having a bachelor’s degree.

I was not deterred. I continued taking classes, teaching manufacturing, welding, and maintenance courses, while at the same time, working towards the transfer requirements to a four-year university. I’m currently attending Governor’s State University on a transfer agreement to earn a BA in manufacturing management.

Advocate: You seem excited about what you’re doing and your experience at Harper.

Stuart: I am. I have a strong desire to give back to the program that taught me to believe in myself. For me that goal is as important as the goal of getting a bachelor’s degree. Since 2013, I’ve shared my 30-year experience in industrial maintenance, fabrication, construction, mechatronics, and machine restoration to create an award-winning manufacturing, welding, and maintenance program. I’m pleased that I’ve had help from a great team at Harper and have been able to work closely with local manufacturers. These relationships have helped me tailor Harper’s programs to meet the needs of the manufacturing community quickly.

Advocate: In the meantime, are you planning to continue at Harper?

Stuart: Yes, during the end of the spring 2016 semester, I applied for a Specialist job in the manufacturing lab and was hired part time. The dean explained that I would be responsible for the operation of the new high tech manufacturing equipment.

Advocate: With so much time spent working, do you have time for hobbies?

Stuart: Yes, I really enjoy traveling, learning new things, going to museums, listening to music, brewing beer, and motorcycling on one of my five motorcycles. This past year, a great deal of my time was spent on preparing for and being involved with negotiating HCAFA’s contract. What a rewarding experience that was!

Harper Adjunct Advocate: Stuart, HCAFA is lucky that you have made HCAFA a priority in your life. You sound like the true Renaissance man! Thank you for letting us interview you.



HCAFA ELECTIONS

Election of officers for the Harper College Adjunct Faculty Association will be held on Friday, April 21 in room L-219 on campus from 12 noon – 2pm.

Our Executive Committee solicits your help! Several of our long-serving members are retiring this year and volunteers are needed for those positions. Please consider serving as treasurer, secretary, or membership records chair. Department representatives serve on the Executive Committee as liaisons for their area. While candidates are encouraged from all departments, we have a need for reps in the liberal arts and business/social science departments. The time commitments are minimal; the rewards are immense.

HCAFA Members, please nominate yourself or another HCAFA member for one of the HCAFA Executive Committee positions—officers and division representatives. All nominations must be received by Dwain Thomas, HCAFA election committee chair at hcafaelections@aol.com by Friday, April 14, at 1:00.

REGION AND NEA ELECTION RESULTS

Taimi Wilk will be HCAFA's representative to the National Education Association Representative Assembly. Scott Woldman will be the Region 42 Chair. Anne Bridges will be the Region 42 Vice Chair. Congratulations to our winners. Our thanks go to all our members who came to our last meeting and voted!

JOIN YOUR FELLOW ADJUNCTS AT OPEN HCAFA EXECUTIVE COMMITTEE MEETINGS!

Join with your fellow adjuncts for some food and camaraderie, followed by a brief meeting.

Come in when you can; stay as long as you'd like. We'd love to have you there!

Friday, April 21, 12:00 – 2:00, L219

Friday, May 12, 12:00 – 2:00, L221

PROBLEM?

Problem? Contact Taimi Wilk, HCAFA grievance chair, at 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, 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. 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.

HCAFA EXECUTIVE COMMITTEE MEMBERS

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 |
| Secretary: Arlene Bublick | hcafasecretary@gmail.com |
| IEA NEA Uniserv Director: Amy Kunz | amy.kunz@ieanea.org (847 359-0300) |
| Harper Adjunct Advocate Editor: Arlene Bublick | hcafasecretary@gmail.com |

DIVISION REPRESENTATIVES

| | | |
|------------------|---------------------|--|
| AEE: | | LIBRARIANS and COUNSELORS |
| Rob Alexander | hcafaels1@gmail.com | Kristen Nelson hcafalibcoun1@gmail.com |
| Taimi Wilk | hcafaels2@gmail.com | Dwain Thomas hcafalibcoun1@gmail.com |
| CTP: | | MEMBER-AT-LARGE |
| Stuart Templeton | hcafacp1@gmail.com | Marybeth Linse hcafaatlarge@gmail.com |
| MS: | | |
| Janice Cutler | hcafams1@gmail.com | |
| Sean Stochl | hcafams1@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.

Visit Our Website, WWW.HARPERADJUNCTS.ORG.

If undeliverable, return to
Gary Wilson, MS/Math

PLEASE DELIVER TO: