



# **THE HARPER ADJUNCT ADVOCATE**

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION  
NEWSLETTER**  
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## **PRESIDENT'S MESSAGE**

Hello HCAFA Adjuncts!

We all are very busy now during the last few weeks of the spring semester. However, I would like you to know about a few events that HCAFA is planning that we hope you can attend. During the summer we would like to have a barbecue, and in the fall, we are planning a session on NEA's (our parent organization's) Degrees Not Debt. Program. At the end of this semester, we are planning on having an informational event on how adjuncts can file for unemployment compensation. If we have your home email, we'll email you the date soon. (As we mentioned in our last newsletter, the federal law was recently clarified about adjunct eligibility.) So stay tuned to HCAFA! Watch for our emails and check out our website, [www.harperadjuncts.org](http://www.harperadjuncts.org), regularly for more information.

I hope that the rest of the semester goes well for you and that you have a great summer. We look forward to seeing you at one of our summer executive committee meetings or at one of our upcoming events!

In unity,  
*Charmian*

Charmian Tashjian, President, HCAFA

## **NEW FEDERAL GUIDANCE HELPS ADJUNCTS COLLECT UNEMPLOYMENT!**

January 9, 2017, by Peter Schmidt, senior writer for [The Chronicle of Higher Education](#)

The U.S. Department of Labor has issued long-awaited guidance clarifying when states should deem colleges' contingent faculty members eligible for unemployment compensation.

The department's new guidance spells out what criteria the state agencies should use in determining whether such instructors have lost their jobs — rendering them eligible for unemployment compensation — or are simply without work during the summer months. It includes criteria for determining whether colleges had previously given such instructors reasonable assurances that they could return to teaching in the coming academic year. It also outlines how state agencies should weigh the unemployment claims of instructors who had been working for two or more institutions that had offered them varying assurances of employment down the road.

When the Labor Department last issued guidance on such matters, back in 1986, it focused on employees of elementary and secondary schools and made no specific mentions of college instructors at all. Its new guidance letter, sent to state work-force agencies late last month, observes that since that time, colleges have become much more dependent on instructors employed on a contingent basis.

Previously, "there was really terrible inconsistency in terms of the decisions that were coming back from state unemployment agencies," said Maria Maisto, president of New Faculty Majority, an advocacy group for contingent faculty members. She said the new guidance, long sought by her organization and by faculty unions, should make it much easier for deserving contingent faculty members to collect unemployment compensation and should save both such instructors and their employers legal costs associated with disputes over claims. Because the new guidance is nonbinding and simply clarifies what is required under established federal law, Ms. Maisto said, she is not worried about its being scrapped or reversed by President-elect Donald J. Trump's administration.

## WHAT DOES IT MEAN TO BE AN HCAFA UNION MEMBER?

Collective Bargaining Rights for All HCAFA Members	No Representation “At Will” Employees
A binding contract which clearly defines hours, compensation, benefits and working conditions. Your employer cannot make any “at will” changes in your wages, hours, benefits and working conditions.	Employer changes hours, compensation, benefits and working conditions <u>“at will.”</u>
A grievance procedure ending in binding arbitration by a neutral third party.	Employer has the final authority to settle all disputes.
All decisions related to your employment are bargained.	Employer makes decisions without your input.
Contract is approved by a democratic vote of union membership.	“At will.” Take it or leave it.
Right to representation at a meeting that could result in disciplinary actions such as suspension or firing.	No right to have any representation in meetings with management. Good luck!
Professional and legal assistance in situations involving student/parental complaints and DCFS investigations.	Employer may terminate your employment at any time, <u>with or without</u> cause.
Bargain your salaries. Have the opportunity to protect your interests and to improve your working conditions.	Employer decides what is best for you.
Provides \$1 million liability insurance to each member.	Though a district carries liability insurance, it can decide whether or not to cover you in case of a lawsuit.
Timely information about district operations and employment changes.	Being kept in the dark; no voices in decisions that have an impact on your employment.
<u>An organization that can help you when help is needed.</u>	You have very little recourse if you are treated unfairly.

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.

## HCAFA ELECTIONS

The election of officers for the Harper College Adjunct Faculty Association was held on Friday, April 21. The following officers will serve from May 2017 to May 2019.

Executive Officers:

- President: Charmian Tashjian
- Vice President/Grievance Chair: Taimi Wilk
- Membership Chair: Stuart Templeton
- Treasurer: Sean Stochl
- Secretary: Arlene Bublick

Division Representatives:

- Career/Technical Programs: Stuart Templeton
- Liberal Arts: James “Tony” Hammer, Taimi Wilk
- Mathematics, Science, and Engineering: Janice Cutler and Sean Stochl
- Member-at-Large Representative: Marybeth Linse
- Resources for Learning/Library: Dwain Thomas
- Student Development/Counseling: Kristin Cushing

## JOIN FELLOW ADJUNCTS AT OPEN HCAFA EXEC COMMITTEE MEETINGS!



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

Meetings are on Fridays from 12:00 – 2:30, in L221

May 12

June 9

July 14

August 11

## PROFESSIONAL DEVELOPMENT

### Professional Development Money for Members Only (Article 9.2 of Adjunct Contract)

It's not too late to seek approval for:

Activities such as Summer Classes or Seminars

Membership in Professional Organizations

Activities in Addition to Those You Have Already Applied for

You'll find all the details in Article 9.14 of the Adjunct Contract. To see the contract, click on the *Documents* tab and then scroll down to *contracts*. Click on *2016 – 2021 Contract for Adjunct Faculty Teachers, Librarians, and Counselors*.

Here are some of the highlights.

- 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).
- 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 enables adjuncts to take classes or seminars 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.

# 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

CP:		LIBRARIANS and COUNSELORS
Stuart Templeton	hcafap1@gmail.com	Kristin Cushing hcafalibcoun1@gmail.com
LIBARTS		Dwain Thomas hcafalibcoun1@gmail.com
Rob Alexander	hcafaels1@gmail.com	MEMBER-AT-LARGE
Taimi Wilk	hcafaels2@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.*

*Have a great summer!*

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

If undeliverable, return to  
Gary Wilson, MS/Math

PLEASE DELIVER TO: