



THE HARPER ADJUNCT ADVOCATE

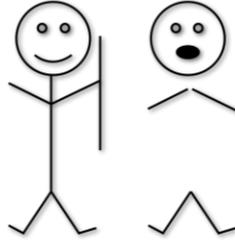
**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER** **November 2017, No.3, Vol. 12**

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HCAFA HAS GOT YOUR BACK!



EXEC COMMITTEE MESSAGE:

HCAFA has got your back should be the slogan of HCAFA.

- We've got your back and have sent copies of the latest contract (2017 – 2021) to your Harper mailbox. If you haven't received yours, contact Janice Cutler at janicecutler@comcast.net with your name and college mail address.
- We've got your back in the most important jobs a union does, those of safeguarding and enhancing your rights as an adjunct.
- We've got your back in a figurative sense with our thank-you gift to you full HCAFA members of a back-up charger for your smart phone. This way you'll always be able to follow us on Facebook.

The 3 Types of Harper Adjunct Employees

FULL HCAFA DUES-PAYING MEMBERS	Fair Share Employees, (Partial Membership)	Adjuncts Not Yet Eligible for Union Membership
<p style="text-align: center;"><u>FULL RIGHTS & PROTECTIONS UNDER COLLECTIVE BARGAINING LAW.</u></p> <p style="color: blue;"><i>Do you know if you are a full member? How can you tell?</i></p> <p><i>Do you remember filling out an enrollment form?</i></p> <p><i>Do you have a membership card to use for hundreds of discounts on purchases, restaurants, mortgages, loans, phone, insurance, and more?</i></p> <p><i>Have you gotten member gifts in the past—a tote bag, a zip drive, a laser pointer, etc.?</i></p>	<p style="text-align: center;">PARTIAL RIGHTS AND BENEFITS</p> <p>Not eligible for full legal or IEA representation should a matter arise.</p> <p>No access to NEA and IEA member benefits.</p> <p>HCAFA urges Fair Share employees to change their status to Full HCAFA Membership status by contacting HCAFA Membership Chair, Stuart Templeton, at hcafamembership@gmail.com</p>	<p style="text-align: center;">NO RIGHTS! “AT WILL” EMPLOYEES</p> <p>Employer changes hours, benefits, compensation, and working conditions “at will.”</p> <p>Employer may terminate your employment at any time with or without cause.</p> <p>No right to representation in meetings with management; good luck!</p> <p>Little recourse if you are treated unfairly.</p>

HCAFA INVITES YOU TO OUR **Novemberfest**

Problem?

HCAFA is here to help!

Members, please contact Taimi Wilk, HCAFA grievance chair, at hcafagrievance@gmail.com as soon as possible. To help you, it is imperative that we meet the deadlines in our contract.

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.

www.harperadjuncts.org, the HCAFA website, has an in depth explanation of these very important rights. Go to our site and click on “union representation” under the “documents” tab.

Join Us

**For a casual dinner, a little adjunct
gemütlichkeit, and lots of fun!**

Date: Friday, November 3, 2017

Time: 4:00 – 6:00, (Come and go when you’d like.)

Location: Photo’s, 301 N. Northwest Highway, Palatine

THE POLITICAL SCENE

The political scene continues to be a tumultuous one on every level. The US is sparring (only verbally so far) with both our historical allies as well as hostile countries with their own agendas. Frustration continues to build over the seeming inability of Congress to make movement on any significant proposals with the President stirring the pot. In Illinois, our financial abyss grows deeper as the gubernatorial race is already a mud—and dollar—sling fest. Let’s see: which gazillionaire we want to take leadership, especially with assistance to our schools.

However, the U.S. Supreme Court may hold the future of organized labor as it agreed to hear the appeal of the *Janus v. AFSCME* over the issue of the legality of the “fair share” doctrine which requires members of bargaining units to contribute to the cost of negotiating and servicing their contract. The Supremes refused to hear 99.4% of the cases which appealed to them this year, but it agreed to review the forty-year-old policy it originally upheld. A similar case was before the court two years ago, but a 4-4 tie on the Supreme Court upheld the decision of the next lower court. Unfortunately, in the interval, President Trump appointed a ninth Court member whose background strongly indicates he will be pivotal in overturning the decision to, in effect, outlaw “fair share.” A decision in *Janus* isn’t expected until late winter at the earliest. We’ll keep you informed.

Meanwhile, HCAFA continues to dialog with Harper’s administration on numbers of issues and to provide assistance with employment issues which might lead to job protection through the grievance process. We’re currently meeting with the administration to protect and enhance our members’ rights as the adjunct employment Level 2 concept is developed.

Full membership is only a few dollars more than the “fair share” membership and strengthens us as a unit as well as expands the professional opportunities for each member. Contact any Executive Committee member for more information. Please check our Facebook page (HCAFA) and our website (www.harperadjuncts.org) for more information. Our Facebook page is open to our membership; please join us!

PRESIDENT'S MESSAGE

HCAFA hopes that your fall semester has been going well. We would like to make you aware of several upcoming events; a special one is Novemberfest on November 3. HCAFA would love to meet you if we haven't already, or see you again even if we have!

We will be receiving membership cards soon and will distribute them to all of you full members along with HCAFA's thank-you gift of portable chargers. If you're not a full member yet or don't know if you are, please contact Stuart Templeton at hcafamembership@gmail.com.

If you are a full member you will also be eligible to vote in our upcoming elections in late November or early December for the IEA Representative Assembly in April.

We hope to see you at Novemberfest and our fall exec committee meetings. HCAFA hopes that you enjoy the upcoming holidays!

In unity,
Charmian

DOES THIS SOUND FAMILIAR?

Excerpted from an interview with Senator Dick Durban (D-ILL) in NEA's Education Votes (www.EdVotes.org) regarding S1927 introduced on October 5 and co-sponsored by Sen. Al Franken (D-MN): After its second reading, the bill has been referred to the Senate Committee on Health, Education, Labor, and Pensions.

About 25 percent of grad students owe at least \$100,000 in student debt, and unfortunately if they become adjunct faculty members—like two-thirds of all faculty—they can expect to earn about \$25,000 a year. Something that would help is to make adjunct faculty eligible for federal Public Service Loan Forgiveness, which is exactly the aim of your 2017 bill, "The Adjunct Faculty Loan Fairness Act." Can you tell us more about who you have in mind with this bill?



Adjunct and contingent faculty members play an important role in college classrooms across the country. They have advanced degrees. They teach classes and spend many hours outside the classroom preparing for class. They hold office hours, grade papers and give feedback to students. They provide advice and write letters of recommendation. Students rely on them. They have student debt like full-time colleagues, yet because of a quirk in the Public Service Loan Forgiveness Program, don't qualify for assistance. My bill would recognize the critical contributions of adjunct faculty to America's higher education system by fixing this. Consider someone like Alyson, an adjunct professor from Chicago, who graduated with \$65,000 in student loan debt and, after 10 years of on-time payments, has more than \$56,000 left. Like most adjuncts, Alyson strings together multiple teaching assignments along with part-time work to afford her monthly living expenses and minimum student loan payments. She comes from a family of educators and considers teaching her dream job. I think the Public Service Loan Forgiveness Program should acknowledge her commitment and sacrifices.

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!

October 27, at the IEA Office
November 17, Harper L202
December 15, Harper L202

Illinois Education
Association
Representative
Assembly in Rosemont.
April 19-21 2018

Rep Nomination Deadline

November 8

Form and more information
at www.harperadjuncts.org

FACEBOOK

HCAFA sponsors a Facebook page intended solely for our members as a forum to share articles and thoughts of professional interest. This, together with our website, www.harperadjuncts.org, enhances communication within our union. Full members are warmly invited to join us in this venue and to contribute timely news and discussion points. In addition, don't overlook the Facebook pages of the IEA (Illinois Education Association) and NEA (the National Education Association) as well for items of a less local emphasis. Find us at "HCAFA".

HCAFA EXECUTIVE COMMITTEE OFFICERS

President:	Charmian Tashjian	hcafapresident@gmail.com
Vice President/Grievance Chair:	Taimi Wilk	hcafagrievance@gmail.com
Treasurer:	Janice Cutler	hcafatreasurer@gmail.com
Membership Records Chair:	Stuart Templeton	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

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LIBARTS		LIBRARIANS and COUNSELORS	
Tony Hammer	hcafaels1@gmail.com	Kristin Cushing	hcafalibcoun1@gmail.com
Taimi Wilk	hcafaels2@gmail.com	Dwain Thomas	hcafalibcoun1@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.
Find us at *HCAFA* on Facebook.**

If undeliverable, return to
Stuart Templeton, CTP

PLEASE DELIVER TO: