



THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER**
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(847) 359-0300

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

WILL HARPER ADJUNCTS WORK TO KEEP AN ADJUNCT UNION AT HARPER? WILL HCAFA SURVIVE THE POTENTIAL JANUS SUPREME COURT DECISION?



WHAT IS THE JANUS CASE?

The Janus case asks the Supreme Court to rule that it is unconstitutional for non-members to have to pay union dues (called “Fair Share fees”). Fair Share fees are fees paid by people who are serviced by a union but who have chosen not to pay full-member dues.

For over 40 years, the Supreme Court has ruled that although they are not full members and do not have to pay full dues, they must pay their “Fair Share” of the costs of bargaining and maintaining a contract.

PLEA FROM HCAFA PRESIDENT CHARMIAN TASHJIAN and HCAFA’S SUPREME COURT WATCHDOG DWAIN THOMAS

Fellow HCAFA Adjuncts,

We are writing about some possible dire circumstances that HCAFA, our union, may be facing in the near future. There is currently a case being heard by the Supreme Court entitled Janus v AFSCME. The decision by the Supreme Court could come in before August. What could it mean to adjuncts at Harper? A lot!

HCAFA is recognized as the official bargaining representative for you, our members at Harper. This right was granted to us by the Illinois Labor Relations Board some fifteen years ago. In representing you, HCAFA negotiates our contract, which provides us all with regular increases in salaries, job security, professional development benefits, paid leave, acceptable working conditions, a grievance process, and other benefits. In addition, HCAFA enforces the contract by processing members’ grievances and/or helping to solve work-related problems. HCAFA also meets regularly with the Harper administration and provides a voice for all adjuncts in Harper governance. *Plea from HCAFA continues on the next page.*

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Plea from HCAFA continued

Would Harper grant adjuncts all the rights HCAFA has won for adjuncts if HCAFA did not exist? We highly doubt it. Don't think that Harper would operate benevolently towards adjuncts without HCAFA. Just knowing HCAFA's past history in trying to form our union some 25 or so years ago, we would say they probably would NOT. If the Janus decision comes down as a negative one regarding Fair Share, we would have a number of members who we, the full members, would have to support for free. Bluntly stated, there would be freeloaders who would still receive the benefits of being in our unit but who would not pay anything. This would likely mean the end of an adjunct union at Harper as HCAFA would have difficulty sustaining that additional cost burden. The result would be that we would not have our contract with its provisions on regular salary increases, job security, professional development, paid time off, and a grievance process. Adjuncts would have no unified voice at Harper.

SO WHAT CAN YOU DO?

- Each person can take the professional position of continuing his or her membership in HCAFA/Illinois Education Association/National Education Association regardless of what the Koch Brothers and other ultra-conservative funders have sought with their support of the *Janus* faction
- If you are currently a Fair Share member, show your support for our adjunct union; become a full member now. It is a minor difference in dues, only \$15 per semester; that small additional investment is well worth it! If you don't know whether you are a Fair Share or a full member, please contact us to find out. HCAFA urges Fair Share employees to change their status to Full HCAFA Membership status by contacting HCAFA Treasurer, Janice Cutler at janicecutler@comcast.net.
- If you know others who are Fair Share members, encourage them to become full members. Tell them why you are a member and why it is important to you to be part of HCAFA. Talk with colleagues who might be considering a "free ride" of collecting benefits without being personally supportive of the group which makes that possible.
- Keep current with HCAFA's efforts to continue to make our association a viable voice in working for you. Check our website (www.harperadjuncts.org) and Facebook page (HCAFA - Harper College Adjunct Faculty Association). Everyone is invited to attend our Executive Committee meetings; dates/times/locations are posted on the website. Consider becoming personally involved in our group's leadership; time commitments are minimal—satisfaction is maximized.

If the anticipated anti-worker decision is handed down, the potential effects here at Harper and every other public-sector union will be a huge setback for protections and benefits. Simply put, dues-paying membership in the bargaining unit will be totally optional! Our strength in numbers will be severely depleted. Ultimately, the College might move to have HCAFA de-certified as the recognized bargaining agent. Union protections will vaporize. But, that is down the proverbial road, if at all.

HCAFA needs your help and your support in these critical times. Our strength is in our unity and in our numbers. We must use our collective voices to support one another and our students. Uphold our rights! Stand with us! We have confidence that our colleagues recognize the value of our union to us, our students, and even the College for a strong, organized voice.

In solidarity,

Charmian Tashjian and Dwain Thomas

TYPES OF UNIT-ELIGIBLE HARPER ADJUNCT EMPLOYEES

CURRENT HARPER EMPLOYEES

All adjuncts who have taught at least three-credit hours at Harper for four consecutive semesters are one of two types of employees—full HCAFA dues-paying members or “Fair Share” members.

POSSIBLE SITUATION FOR HARPER EMPLOYEES IN FUTURE

If a union remained at Harper, the two types of employees would continue.

If there is no union, all employees would fall into just one type and have no representation.

CURRENT HARPER UNION-ELIGIBLE EMPLOYEES Collective Bargaining Rights for All HCAFA Members	IF THERE IS NO UNION, ALL EMPLOYEES WOULD BELONG TO JUST ONE TYPE, HAVE NO REPRESENTATION, AND BE “At Will” EMPLOYEES.
A binding contract which clearly defines hours, compensation, benefits and working conditions. 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 cause.</u>
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 voice 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.

**NOW IS THE TIME TO SHOW YOUR SUPPORT FOR YOUR UNION!
MAKE SURE YOU ARE A FULL DUES-PAYING MEMBER!**

ON BEING A UNION MEMBER

COMMENTS MADE BY HARPER ADJUNCTS

Jennifer Lau-Bond, Adjunct Librarian

“It can be easy to forget what unions do when we're lost in the crowd, silently paying dues and imagining other ways we could use that money. However, unions can only advocate effectively when they come from a position of membership strength. I am happy to pay my dues and be a part of that strength!”

Dwain Thomas, Adjunct Reference Librarian

"I just saved \$550 a year on my car insurance through the company which writes policies exclusively for NEA members! Eligibility remains after a member retires as well. Before switching, a search indicated that the company has a wonderful record of both service and coverage."

THE FOLLOWING EXCERPTS FROM A COMMENTARY BY TEACHER GINA CANEVA IN THE APRIL 6, 2018 CHICAGO TRIBUNE PROVIDE ANOTHER INDIVIDUAL PERSPECTIVE ON UNION MEMBERSHIP.

“I’m a proud member of the Chicago Teachers Union. Here’s why.”

“When I first started teaching in Chicago, I was skeptical about being a member of the Chicago Teachers Union.” “If someone had told me during those first few years that I could’ve skipped paying my dues and opted out of the union, as may likely be the outcome of the Janus v. AFSCME Supreme Court case, I probably would have. Boy, would I have been sorry.”

“Now after 14 years as a Chicago Public School teacher and CTU member, I see this issue much differently.”

“What I found in my union was the call for social justice that I wasn’t hearing from CPS. Not only did CTU leaders fight for teachers’ salaries and benefits, the union did not back away from addressing educational conditions not conducive for students’ learning—overcrowded classrooms, aged textbooks, outdated technology, and the lack of supportive services, such as school librarians, counselors, psychiatrists and nurses.”

“I am grateful that I have a union to defend my salary, my working conditions, my position and my students’ educational conditions.”

“In the world of unions, fairness in salary exists. A teacher with as much experience and education as I have acquired earns as much as I do, regardless of his or her gender, race, ethnicity, creed or political affiliation. Though I think financial sweeteners should be made to the salary schedule to raise the value of teacher leadership positions, I now value union negotiations in ways that I didn’t in my first few years of teaching.”

“People need to understand the moral and ethical reasons for staying in a union, as well as the behind-the-scenes work a union does.”

Gina Caneva is a 14-year Chicago Public Schools veteran who works as a teacher-librarian and Writing Center director at Lindbloom Math and Science Academy.

ADJUNCT LEVEL TWO PROGRAM

The Adjunct Faculty Advisory Committee and the Academy for Teaching Excellence have been busy, and we are excited to launch the Level II Adjunct Faculty Engagement Program!

The purpose of the Level II Adjunct Faculty Engagement Program is to provide recognition for adjunct faculty who have demonstrated commitment to student success and teaching excellence above and beyond the walls of the classroom. This is demonstrated through the completion of a body of work (displayed in an ePortfolio) in the areas of college service and professional development, after which a unit-eligible adjunct faculty member may receive incentives as defined in the 2016-2021 adjunct faculty agreement.

POSSIBLE BENEFITS OF BEING IN THE LEVEL TWO PROGRAM:

1. Increased class load
2. Increased compensation as defined in Article 8.1
3. Priority in course assignment as defined in Article 4.7
4. An interview for a posted full-time faculty position for which the adjunct employee is qualified

STEPS AND DEADLINES:

1. Review the process, ePortfolio components, timeline, and FAQs on the Level II program webpage: <http://harper-academy.net/level-ii-adjunct-faculty-engagement-program>.
2. Download and print the Intent to Apply form and review detailed information.
3. Complete the form, attach all required documents, and drop off a hard-copy at your division office or mail to your division dean by **April 23, 2018**.
4. Once all requirements are met, please submit a hard-copy of the form with your dean's signature and all required documents to the Academy for Teaching Excellence (Building F, Room F320) by **May 18, 2018**.

OTHER IMPORTANT POINTS OF INTEREST:

The Academy has a recording of the webinar that walks you through the process, timeline, and ePortfolio components. The recording and the forms are on the Academy website, <http://.harper-academy.net>.

Please contact Amanda Nielsen, the Adjunct Faculty Outreach and Engagement Specialist at 847.925.6948 if you have any questions.

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".

[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.

PROFESSIONAL DEVELOPMENT

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

Timelines: 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 9.2 of the Adjunct Contract. To see the contract, click on the *Documents* tab on our website, www.harperadjuncts.org. 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. Pre-approval should occur prior to the end of the spring semester for activities occurring in the spring semester or summer term. 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.**
- **Submission for reimbursement must occur before May 31 for the spring semester and August 31 for the summer term.**

UPCOMING MEETINGS

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!

Tuesday, April 17

4:30 – 7:00

L204

Dinner Meeting

Friday, May 11, 2018,

12:00 – 2:30

IEA Office, 553 N. North Ave., Palatine,

Lunch Meeting

ILLINOIS EDUCATION ASSOCIATION REPRESENTATIVE ASSEMBLY IN ROSEMONT.

April 19-21 2018

Charmian Tashjian and Taimi Wilk are our elected delegates.

ADJUNCT UNEMPLOYMENT COMPENSATION WORKSHOPS

Saturday, April 28, 10:30 - 1:00, at Chicago office

230 W. Monroe St., Suite 2640

Saturday, May 5 10:30 - 1:00 at Palatine office

553 N. North Court St., Suite 210

847 359.0300

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

CTP:		MS:	
Stuart Templeton	hcafap1@gmail.com	Janice Cutler	hcafams1@gmail.com
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
Janice Cutler, MS

PLEASE DELIVER TO: