



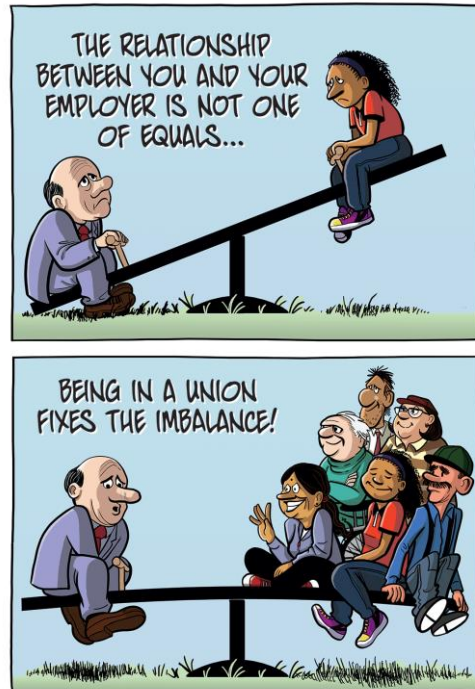
# **THE HARPER ADJUNCT ADVOCATE**

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION  
NEWSLETTER** *September 2018, No.3, Vol. 13*

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

## **SO WHAT CAN YOU DO?**

- Keep current with HCAFA's efforts to continue to make our union a viable voice in working for you.
- Check our website ([www.harperadjuncts.org](http://www.harperadjuncts.org)) and Facebook page (HCAFA).
- 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.

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's strong organized voice to us, our students, and even the College.

**UPCOMING MEETING**  
**JOIN FELLOW ADJUNCTS AT OPEN HCAFA EXEC COMMITTEE MEETINGS!**

Friday, September 14, 12:00 – 2:30, Room L200

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

# ON BEING A UNION MEMBER: WORDS OF WISDOM FROM A HARPER ADJUNCT

## What's In It for Me?

By Karl L. Buschmann, BUSS Division

A couple of days after the US Supreme Court ruled in June that paying dues to a public union is optional, I received an email from a fellow adjunct colleague asking “What’s in it [our union] for me?”

Great question.

Some of us teach because we love learning and our subject matter. It’s a hobby. Some of us teach because it’s our only source of income. It’s our job and our passion. At the end of the day, we are contingent workers. We’re temps and there is no reasonable assurance from semester to semester that we have a class to teach.

Thanks to our collective bargaining right, we have strength in numbers - all of us together. Our employment is not “at will,” as in the private sector, where one can be terminated for any reason or no reason with or without notice.

That’s the first benefit of being a member and paying dues.

A second benefit is the formal contract [Agreement] that we have with the Board of Trustees that spells out terms and conditions of employment in 10 articles. I invite you to review the Agreement and to take advantage of all of its provisions, including paid leave, professional development, and compensation for cancelled classes. Download a copy from our web site.

And, wait, there’s more!

A third benefit is the Level II promotion process that debuted just this year and subsequent to the current contract.

This is why we should always think of dues as investments, not expenses —an investment in maintaining and recognizing— the high standards that we have for ourselves as professionals, for our students, and for our College.

These high standards must be defended. Fortunately, the Agreement has formal procedures for discipline, grievances, and compensation. Just as an insurance policy mitigates risk, our Agreement protects us against arbitrary, unfair, and discriminatory practices, which still occur all too often and in violation of Agreement provisions.

Ladies and gentlemen, let’s keep in mind the NFL principle – there is No Free Lunch in life. It costs money to have these benefits. Your continued investment in our union is necessary. We don’t go without auto and medical insurance: don’t go without the insurance of union membership.

What’s in it for you? A lot.

### **Problem? HCAFA is here to help!**

Members, please contact Taimi Wilk, HCAFA grievance chair, at [hcafagrievance@gmail.com](mailto: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](http://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.



# Turn your dues into savings

As a member of IEA, you also are a member of the National Education Association (NEA). Those memberships give you buying power.

The combined strength of 135,000 IEA members and NEA's 3 million education professionals make available unbeatable savings on goods and services wherever you happen to be.

By taking advantage of countless discounts, you can *save more money in one year than the cost of your annual IEA dues.*

## Member benefits sampling

**Access** – IEA members can register on the [Members Only](#) section of the IEA website and scroll down to discounts and deals where they can save their dues dollars and more.

**Insurance** – NEA complimentary life insurance – no-cost life and accidental death and dismemberment (AD&D) coverage.

**Additional insurance** – supplemental life, disability, long-term care, pet, home, auto and other policies at specially negotiated rates.



## Discounts

**NEA Click & Save** – online savings at thousands of stores.

**NEA Auto Buying Program** – low-and-no-haggle prices on new and used cars from certified dealers.

**NEA Car Rental Program** – preferred rates from major rental companies.

**My Deals app** – a free app (for Apple and Android) that locates deals and coupons (because My Deals is available only to IEA-NEA members, first register your membership on IEA's website to receive your required mobile access code).



## NEA financing

**Low-interest and reward credit cards** – four options available.

**Home financing** – mortgages, equity loans and lines of credit.

**Other loans** – education and personal.

Visit the IEA website, [www.ieanea.org](http://www.ieanea.org), or NEA member benefits at [www.neamb.com](http://www.neamb.com) to take advantage of all of these discounts and more.

## **HCAFA EXECUTIVE COMMITTEE OFFICERS**

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Treasurer:	Janice Cutler	hcafatreasurer@gmail.com
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<i>Harper Adjunct Advocate</i> Editor:	Arlene Bublick	hcafasecretary@gmail.com

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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](http://WWW.HARPERADJUNCTS.ORG).  
Find us at *HCAFA* on Facebook.**

If undeliverable, return to  
Janice Cutler, MS

PLEASE DELIVER TO: