



THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER**

May 2019, No. 2, Vol. 14

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WHEN FLIPPING THE CALENDAR

May 1, celebrated as “May Day,” has been a notable day through history. Traditionally, it has marked the emergence from winter into the promises of spring and summer. During the labor movements of the Industrial Revolution, however, the day took on new significance as organizations sought to improve the conditions under which women, men, and children worked.

Initially, the groups’ focus was to promote legislation which would ban ten to sixteen-hour workdays in unsafe environments. An 1884 Chicago convention of labor groups decreed that a work day should be limited to eight hours starting on May 1, 1886. On that day, hundreds of thousands of laborers across the country walked off their jobs in support of that ultimatum – an act considered radical at that time. Despite horrible clashes such as the Haymarket Riot in Chicago, the crusade gained momentum which led to the union movements of the Twentieth Century until today.

Most of us at Harper have some family background related in some way to the worker rights movement, certainly to include our own membership in HCAFA. On a personal note, I grew up in a Southern Illinois county known as “Bloody Williamson” because of the labor strife centered on unionizing the coal mining industry there. My brothers and I grew up all too familiar with the Herrin Massacre of miners. Much less dramatic than that is the history of the establishment of HCAFA, including lawsuits and less-than-enthusiastic recognition by previous Harper administrations.

We owe our successes and our current strength to obtain and protect our local rights and benefits to those who established May 1 as a day recognizing the value of labor. We all should acknowledge and celebrate that *every day*—but especially on May 1—as is done around the world.

Dwain Thomas, Librarian

UNDERSTANDING YOUR CONTRACT

ARTICLE 4.8, CANCELLATION OF CONTINGENT ASSIGNMENT

DID YOU KNOW?

- “The College shall advise an adjunct faculty member as soon as possible if his/her contingent assignment is canceled.”
- “An assignment shall become irrevocable after the first class meeting.” (*Once a class meets, the College cannot cancel a class.*)
- “If offered a replacement course the adjunct faculty member shall have twenty-four (24) hours to accept the offer.”
 - “If an adjunct faculty member’s only assignment is withdrawn for whatever reason...the Dean shall make a reasonable effort to assign a pending unassigned section of at least three (3) credit hours that is likely to run to the affected adjunct.” (*The College recognizes its obligation to assign a class to any unit member whose class has been cancelled.*)
 - “If no unassigned sections are available, then 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.” (*This is bumping in its simplest form. In bumping non-unit members, the College shows that it recognizes the importance of unit members.*)
 - “If no section is available, the Dean will request a voluntary reassignment of a full-time instructor’s overload assignment.” (*The contract for full-time faculty does not require them to give up a class assigned to them; however, the College can encourage them to do so.*)
 - If no reassignment of a full-time instructor’s overload assignment is possible, the Dean will request a voluntary reassignment from unit-eligible adjunct faculty members.” (*The adjunct contract does not require unit adjuncts to give up a class assigned to them; however, the College can encourage them to do so.*)
 - “If no reassignment options are available, HCAFA may request a meeting for the college to demonstrate reasons for non-reassignment.” (*HCAFA wants to protect its adjunct members.*)
 - “An adjunct faculty member who has not received a teaching assignment or whose teaching assignment has been canceled and for whom no alternative teaching assignment is available shall continue to have rights under this Agreement in accordance with Article 2.2.” (*Our Maintenance of Inclusion provision asserts that if an adjunct does not teach for two consecutive semesters, he/she will remain a member of the bargaining unit. If the adjunct misses a third semester, the adjunct will no longer qualify for union membership.*)

Adjuncts are encouraged to know their rights under our contract. If they are concerned that one of their rights is being violated, they should contact HCAFA as soon as possible.

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.

WE ARE THE UNION!

Maria Palmeri, Illinois Education Association Canvasser

Our solidarity is what makes us powerful. Our power is measured by the number of people that choose to be a part of the union and the number of people that choose to be actively engaged in the work of the union. In order to best serve you, we are working towards improving membership recruitment and membership engagement efforts.

We are calling out to all adjuncts to become part of the union.

If you are not a union member yet, please consider joining us. We collectively represent all bargaining unit members in contract negotiations, contract enforcement, representation and advocacy in order to protect you and fight for ways in order to help you grow in your profession. Becoming a member ensures that you always have a voice and provides added value such as free professional development, conferences and conventions, networking with peers from across the country, deals and discounts to help provide relief in your everyday personal financial life....and so much more.

If you are part of an IEA union on another campus and are a local-only option at Harper, we ask that you join us, swelling our ranks with a sense of solidarity and pride. We are stronger together and we need you. Local-only dues are \$12.50 per working semester.

We are calling out to all adjuncts to become actively engaged in the work of the union.

Many hands make light work. We are looking for fresh ideas to engage members in order to create a viable, vibrant, visible local that people proud to be a part of. If you have ideas to share or can make a time commitment, please reach out to us:

For membership: Janice Cutler at janicecutler@comcast.net

For member engagement: Christy Carter at christyncarter@gmail.com

IEA REPRESENTATIVE ASSEMBLY

HCAFA Vice President/Grievance Chair, Taimi Wilk, and I attended the IEA Representative Assembly in Rosemont from April 11th-13th as your elected representatives. It is at this RA that many important issues are discussed, such as IEA legislative policies and procedures, dues, and other important issues regarding unions and education in Illinois. We gained a great perspective on the depth and breadth of unions and education in Illinois, from preschool through higher education, and I am always glad to be able to participate.

This time there was an emphasis on building a good rapport with our surrounding communities - a very important but often neglected aspect of unions. By building this rapport and having communications with our communities, we will have support in our school and union endeavors, be they referenda that need to be passed or possible strikes. This local support was shown to us in reviewing the recent strikes of the Geneva Educators Association as well as in other states across the country this past year, such as West Virginia and Arizona. It was the people of those communities, not just the educators, that stood up and told the administration that enough was enough. They wanted better schools and smaller classes for their students as well as better pay and working conditions for educators. The communities' full support led to the accomplishments.

I am proud to say that I introduced a higher ed legislative platform item at the RA. It states that the IEA supports there being a ratio of no greater than 500 students to one mental/behavioral health counselor at higher ed institutions in Illinois. Until now, there has been no such ratio, and in many higher ed institutions, counselor positions have been eliminated or outsourced. The only type of "counselors" (sometimes called "advisors") remaining on many campuses are those who help students decide on the classes they need to take. In my opinion, this is an appalling development. Many of our students need psychological or social/emotional counseling and can't afford to go outside of the college/university to obtain those services. In fact, it is said that 1 in 5 college/university students needs such services. As educators, we want the best for our students. If they are having such difficulties, they cannot concentrate and do well in their studies and thereby have a difficult if not impossible time succeeding at school. These were the reasons given to the approx. 1,500 representative teachers and education support professionals from across Illinois. I am happy to report that there was not one objection to this proposal, and it passed unanimously!

Charmian Tashjian, President

ELECTION OF HCAFA OFFICERS POSTPONED

We did not receive sufficient nominations for HCAFA officer positions, so we are going to postpone the elections until the fall semester. We look forward to the upcoming elections and are hopeful that more people will step forward and consider running for office. It really is a chance to make a difference and give back a little to HCAFA.

Thank you for your time and consideration.

JOIN FELLOW ADJUNCTS AT OUR OPEN HCAFA EXEC COMMITTEE MEETINGS!

Come when you can; stay as long as you'd like. We welcome your voice!

Our next meetings are on:

Friday, April 26, 2019, 10:00 – 12:30, L200

Friday, May 17, 2019, 10:00 – 12:30, L200

A light meal will be served.

HCAFA EXECUTIVE COMMITTEE OFFICERS

President:	Charmian Tashjian	hcafapresident@gmail.com
Vice President/Grievance Chair:	Taimi Wilk	hcafagrievance@gmail.com
Membership Records Chair:	Janice Cutler	hcafamembership@gmail.com
Treasurer:	Tony Hammer	hcafatreasurer@gmail.com
	Janice Cutler	hcafatreasurer@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:	
Paul Endhelder	hcafap1@gmail.com	Janice Cutler	hcafams3@gmail.com
Taimi Wilk	hcafagrievance@gmail.com	LIBRARIANS and COUNSELORS	
LIBARTS		Kristin Cushing	hcafalibcoun1@gmail.com
Tony Hammer	hcafalibarts2@gmail.com	Dwain Thomas	hcafalibcoun1@gmail.com
Christy Carter	hcafalibarts3@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.

HAVE A WONDERFUL SUMMER!

If undeliverable, return to
Janice Cutler, MS

PLEASE DELIVER TO: