



THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER** **November 2019, No. 4, Vol. 14**

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

COME JOIN US
for
A HOLIDAY PARTY AND MINI MEETING!



Friday, December 6th, 11:30-1:00
Harper College, Room 202

HCAFA LOCAL ELECTION
Vote for officers and division representatives.

Come when you can; stay as long as you'd like.

Best Wishes for a Very Happy Holiday!

NEA MEMBERSHIP GRANT GIVEN TO HCAFA

HCAFA is pleased to announce that we have recently been awarded a generous grant from our parent organization, the National Education Association (NEA) for membership outreach. So don't be surprised to find HCAFA and Illinois Education Association (IEA) members asking to talk with you. We may also ask you to answer a brief survey about your needs and interests. We want to hear from you! We are planning on talking with each member and potential member during this campaign and, although it may be a huge task, we feel it is essential to be in touch with each and every one of our members. This will also help us to understand what HCAFA needs to negotiate for in our next contract. Our present contract will expire in August 2021. We will begin planning for contract negotiations next year. So please help us out.

WE ARE THE UNION!

For membership: Janice Cutler at janicecutler@comcast.net

For member engagement: Christy Carter at hcafalibarts1@gmail.com.

2 months free membership for all new members through December 31st!

HCAFA THANKS YOU FOR YOUR SUPPORT!



INTERESTED IN KNOWING HOW TO HELP? HERE ARE SOME SUGGESTIONS:

Membership

- Bring a friend to an HCAFA meeting
- Contact your fellow adjuncts about HCAFA events
- Be a Division Representative from your division
- Take photos at HCAFA events
- Suggest ideas for programs, parties, or workshops
- Help set up casual programs and receptions
- Serve on an HCAFA committee
- Be a SURS point person
- Help create an HCAFA brochure
- Inform adjuncts about professional development
- Share your talents
- Make phone calls
- Keep our bulletin boards up to date

Executive Committee Meetings

- Attend monthly meetings
- Let the Exec Committee know your concerns

IEA and NEA Training Sessions

- Learn about negotiations and grievance resolution
- Be a political activist on behalf of HCAFA

Website

- Act as webmaster
- Write articles

Newsletters and Member Premiums

- Write articles of interest to adjuncts
- Help collate and distribute newsletters and rewards

Shared Governance

- Serve on a committee

INTERESTED IN KNOWING HOW HCAFA HAS HELPED RECENTLY? **HCAFA MAKES SURE TO:**

REMIND YOU OF THE BENEFITS OUR CONTRACT AFFORDS YOU

Did You Know You Are Eligible to Receive a Tuition Waiver Each Semester?

Members are eligible to enroll in one credit course at the college each semester under the tuition waiver guidelines established by the college. Now is the time to expand your knowledge. You have the opportunity to learn something more in your field, a related field, or in a completely different one. Just think about it. That advantage of membership in the union alone covers a generous portion of the cost of dues!

Details are available in Article 9.4 of your contract covering tuition waivers. The contract states

“ Adjunct employees covered by this Agreement shall be eligible to enroll in one (1) credit course offered by the College each semester, without tuition charge under the tuition waiver guidelines established by the College. The participation of such adjunct employees in any course shall not permit such course to be conducted if it would otherwise be terminated for lack of sufficient paid enrollment.

COLLABORATE WITH THE COLLEGE TO MAKE CERTAIN THE CONTRACT CONTINUES TO SERVE ADJUNCTS AS IT WAS DESIGNED TO

Reconfigured Membership Eligibility for Librarians

In a welcomed circumstance of working together with the administration, HCAFA has been able to modify the process by which adjunct librarians—and adjunct counselors when they hopefully return—become eligible for union membership.

Our contract allows membership at the beginning of the fourth consecutive semester—summers excluded—of being employed for a minimum of 160 semester hours each term. That minimum was also needed to maintain membership. Previously, that mark was determined by the number of contracted hours at the *start* of each semester. However, it was often the pattern that adjuncts accrued additional hours, particularly when providing on-demand library orientations for various academic classes.

Through its continued efforts, HCAFA worked with HR to instead have the number of hours at the *conclusion* of the semester be the determining level for membership. This change has already allowed credit for at least two adjunct librarians to continue on the road to membership! We look forward to additional collegiality with the administration.

Our contract and other Association information may be found at harperadjuncts.org.

INFORM YOU ABOUT POTENTIAL PROBLEM SITUATIONS

Did you Know You Need to Monitor Your SURS Account?

Even if you are not planning on retiring soon, you should check your SURS account online to make sure your start date of work is correct. Additionally, it has come to the attention of the Higher Ed Council that adjunct retirement pensions have been miscalculated by SURS, resulting in underestimated amounts. The Council and IEA attorneys are looking into this and are proposing a change in the SURS contract language for adjuncts.

HCAFA NEEDS A NEW WEBMASTER!

Our current webmaster, reports that the website is easy and fun to maintain and update. She has been the webmaster for many years. As she has retired, she feels it would be better to have an active member of HCAFA take over. If you think you might be interested, please contact Arlene at hcafasecretary@gmail.com for more information. The new webmaster will receive a stipend for maintaining the HCAFA site.

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!
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.

**HCAFA EXECUTIVE COMMITTEE
OFFICERS**

President:	Charmian Tashjian	hcafapresident@gmail.com
Vice President/Grievance Chair	Robert Allare	hcafabuss1@gmail.com
Membership Records Chair:	Janice Cutler	hcafamembership@gmail.com
Treasurer:	Tony Hammer	hcafatreasurer@gmail.com
Secretary:	Arlene Bublick	hcafasecretary@gmail.com
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Harper Adjunct Advocate Editor:	Arlene Bublick	hcafasecretary@gmail.com

DIVISION REPRESENTATIVES

BUSS		MS:	
Robert Allare	hcafabuss1@gmail.com	Janice Cutler	hcafams3@gmail.com
LIBARTS		LIBRARIANS	
Christy Carter	hcafalibarts1@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: