



10 YEARS – AND NOW 15 - AND GOING STRONG!

11/04, 1st Contract Negotiations



9/05 HCAFA Exec Committee Party &
12/05 HCAFA's IEA Charter



12/05 Celebration Party



11/06 Protesting at Harper College Board Meeting



8/09 Sushi and Sandwich Soiree



1st Attempt at Forming a Union

1991: HCAFA organized and affiliated with the IEA/NEA.

Adjuncts Involved in That Effort:

Frank Brooks

Margaret Babcock

Arlene Bublick

David Campbell

Tony Nelson

Larry Price

Rosemary Shellander

Dwain Thomas

Uniserv Director: Kris Lance

Attorneys: Feliz Berlanga and Rob Lyons

Organizer: Tom Suhrbur

1992: IEA petitioned the Labor Board for a union representation election.

Long legal battle before the Labor Board

HCAFA won the representation election in a landslide vote.

Dwain Thomas was the first president of HCAFA.

Harper College Administration:

HR Director: Larry Bielawa

President: Paul Thompson:

Harper College took the case to the Illinois Appellate Court.

1994: The Court nullified the election by ruling that adjunct faculty were "short-term" employees not covered by the state collective bargaining law as there was no assurance of employment. The Court noted that adjuncts could be dismissed at any time.

2nd Attempt at Forming a Union

IEA stood by HCAFA through years of litigation.

2002: IEA lobbied the state legislature and succeeded in getting the law changed, and as a result, removing the barriers to organizing.

2003: The change became effective January 1, 2003.

Adjuncts Involved Early in This Effort:

Lester Basso
Frank Brooks
Janice Cutler
Paul Casbarian
Jackie Leo
Larry Price

Adjuncts Involved Later:

Mary Azawi
Arlene Bublick
Carol Jakimow
Alexia Lavidas
Anna Lewis
Betsy Kubota
Krish Revuluri
Charmian Tashjian
Dwain Thomas
Margaret Wenzel
Anthony Wisniewski

Organizers: Tom Suhrbur, Peter Miller, and Dan Chambers
Uniserv Director: Mark Michaels

March 4, 2004: Election notice from the College that both CCTU, Local 1600, IFT-AFT/AFL/CIO and HCAFA, IEA/NEA would be on the ballot.

March 15, 2004: Local 1600, asked to be removed from ballot.

March 16 - 17, 2004: Election
HCAFA won a landslide victory and was able to represent adjuncts teaching 6 credit hours or more.

Harper College Administration:

HR Director: Larry Bielawa
President: Robert Breuder

June 29, 2004: Negotiations began.

Team: Frank Brooks, Arlene Bublick (chief), Paul Casbarian, Janice Cutler, Jack Janezic (Uniserv Director for brief time), Barbara Kraemer, Anna Lewis, Larry Price, Mark Michaels (Uniserv Director)

Harper College's Negotiating Team:

Larry Bielawa (chief), Daniel Corr, Sally Griffith, Joan Kindle, Cheryl Kisunzu, Marge Skold, Judy Thorson

2004: Petition filed to allow adjuncts working 3 credit hours to be represented by HCAFA

October 19 - 20, 2004: Representation election for those working 3 credit hours

HCAFA was allowed to represent all eligible adjuncts.

August 2005: 1st Contract (2005-2006)—covered adjuncts with loads of at least 3 credit hours in 4 consecutive academic semesters of teaching.

Librarian/Counselors

Team: (Members stayed for varying lengths of time.)

Larry Barr, Arlene Bublick (chief), Kirsten Butterworth, Paul Casbarian (chief), Kristin Cushing, Janice Cutler, Barb Kraemer, Amy Kunz (chief), Diane Perhats Trickey, Ilona Sala, Pat Zokal

Uniserv Directors: Jack Janezic and Amy Kunz

Harper College's Negotiating Team: Joe Accardi, Larry Bielawa (chief), Mia Igyarto, Joan Kindle, Terry Lindsey, Diana Sharp, Judy Thorson

May 22, 2007: 1st Contract (2006 – 2010)—covered adjunct librarians and counselors who were assigned to work a minimum of ten hours per week for at least 4 consecutive academic semesters.

August 2006: 2nd Contract (2006-2010)

Team: Arlene Bublick, Janice Cutler, Amy Kunz (Uniserv Director), Anna Lewis (chief), Mark Michaels (Uniserv Director), Ilona Sala

Harper College's Negotiating Team:

Larry Bielawa (chief), Daniel Corr, Mia Igyarto, Marge Skold

2010-2012: Contract Extension for Librarian/Counselor and Teaching Faculty

August 2012: 3rd Contract (2012-2016)

Negotiating Team: Rob Alexander, Arlene Bublick, Joanne Meyerhoff, Charmian Tashjian, Gary Wilson (chair)

Support Team Members: Janice Cutler & Larry Price
Uniserv Directors: Barry Tusin and Amy Kunz

Harper College's Negotiating Team:

Brian Knetl, Judy Marwick, Sheryl Otto, Roger Spayer (chair), and Laura Branski (notetaker)

Harper College Administration:

President: Ken Ender

HR Director: Roger Spayer

Contract covers both adjunct teaching faculty and adjunct faculty librarians and counselors.
Contract recognizes dual unit employees.

Spring 2013 is a special time for HCAFA. It marks the 10th anniversary of our union being recognized by the Illinois Labor Relations Board as being able to organize.

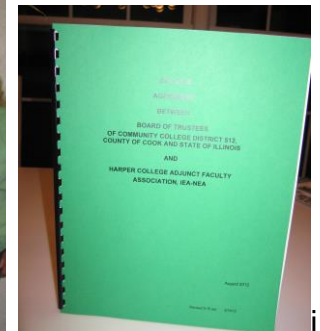
11/09 Halloween Party



12/09 HCAFA Executive Committee Holiday Party



7/12 HCAFA & College Negotiating Teams & 3rd Contract



8/11 Sushi and Sandwich Soiree



8/12 HCAFA Welcome Reception



8/13 HCAFA Welcome Reception



Sunday, October 27, 2013
Agio's Bistro, Palatine