

**A BRIEF COMPARISON OF CONTRACTUAL BENEFITS
AT HARPER COLLEGE**

	FULL-TIME	PROTECH	HCMA	ADJUNCTS
Health Insurance	Yes	Yes	Yes	NO
Life Insurance	Yes	Yes	Yes	NO
Short term Disability	Yes	Yes	Yes	NO
Long term Disability	Yes	Yes	Yes	NO
Dental Insurance	Yes	Yes	Yes	NO
Sick Leave	Yes, cumulative	Yes, cumulative	Yes	NO
Short Term Leave	Yes	Yes	Yes	NO
Jury Duty Leave	Yes	Yes	Yes	NO
Bereavement Leave	Yes	Yes	Yes	NO
Reserve Duty Leave	Yes	Yes	Yes	NO
Religious Leave	Yes	Yes	Yes	NO
Time off for Voting	Yes	Yes	Yes	NO
Long Term Leave/Sabbaticals	Yes	Yes	Yes	NO
Parental Leave	Yes	Yes	Yes	NO
Seniority	Yes	Yes	Yes	NO
Union Activities Released time	Yes	Yes	Yes	NO
Professional Development	Yes	Yes	Yes	NO
Fair Share	Yes	Yes	Yes	NO
Salary: “6.09% average increase over 11 years” * Breuder 9/2006	Yes	Yes	Yes	NO

EQUITY FOR ADJUNCTS