



THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER**
April 2020, No. 1, Vol. 15

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(847) 359-0300

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

Adjunct Colleagues,

We are sending you this brief e-newsletter with hopes that you and your families are all well and staying safe in these unusual times. By now, we hope that you are feeling comfortable with teaching online. We hope that the transition has happened smoothly and that you are on track for the end of the semester. If you are having any issues with teaching online, we strongly suggest that you contact the Academy. If you are having any technology issues, contact IT, or if you have a need for technology equipment, contact your dean.

HCAFA has been in close contact with the Provost and the President. We have also been in contact with Human Resources. We want to keep you in the loop. If you are teaching online in the summer, you may continue to do so. However, if you are planning to continue teaching online in the fall semester, you must have taken one of the approved teaching online courses at Harper. If you have already taken one of the approved classes at Harper, consider yourself qualified for the fall semester! If not, please check out the sign-ups for the approved classes on the Academy website. Harper is offering courses in May and in the summer months. These classes are free but will require about 30 hours of time for about 2 weeks. At this time, we do not know if classes will return to face-to-face classes this fall.

Since we are using our own internet, computers, etc. in order to teach Harper classes from home, the College will pay each of us who teach or work online a small stipend in addition to our regular pay for each paycheck. Pay will be retroactive to March 17th. As of the date of this e-newsletter, we do not have the exact figure, but it should be in the range of about \$20-30 per paycheck in addition to your regular pay.

We will update you with any other information that you may need as soon as we receive it. You can always check out our website, www.harperadjuncts.org, as well as go to our Facebook page. Please let us know if we can help you with anything. Also look for our upcoming surveys and invitations to virtual meetings.

We wish you a successful end of the semester and good health! Stay safe!

In unity,
Charmian and Robert,
HCAFA Co-Presidents

HCAFA THANKS YOU FOR YOUR SUPPORT!

For membership: Janice Cutler at janicecutler@comcast.net

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

RECENT ISSUES

WORKING AFTER RETIREMENT

Once an adjunct retires from teaching or working at Harper they are not able to return to teaching or working for the College. The amount they earn doesn't affect this policy. The College is firm on this due to SURS implications. For more information, see Article 8.13 in our contract. You can find the 2016 – 2021 contract on our website, www.harperadjuncts.org under the *Documents* tab. If you have questions, contact Roger Spayer in Human Resources.

PARKING SPACES FOR FACULTY AND STAFF

After 18 months of negotiations with the College, the Unfair Labor Practice (ULP) that HCAFA had filed with the Illinois Department of Labor was settled. HCAFA won back many of the parking spaces for faculty and staff that had been taken away by the College. These spaces are not in the same locations as before, but there are many that are closer to the buildings, which is what we wanted. The College will restripe the negotiated spaces with red lines this summer.

THANKS CHALLENGE FOR THE MONTH OF MAY

These have been trying times. It's not surprising that in addition to having concerns about the present and future, we have tried to focus on what has been good in our lives. This challenge will provide you with more to think about during the upcoming month. Give thanks!

May 1	A Friend	May 17	A Triumph
May 2	An Opportunity	May 18	Safety
May 3	A Teacher	May 19	Today's Sustenance
May 4	A Talent	May 20	A Relationship
May 5	An Experience	May 21	Faith
May 6	A Family Member	May 22	Community
May 7	A Problem You Solved	May 23	Breath
May 8	A Comforting Thing	May 24	Wisdom
May 9 A	Person That Influenced You	May 25	A Lesson from a Trial
May 10	A Financial Blessing	May 26	Shelter
May 11	A Pet	May 27	Rest
May 12	A Skill	May 28	Life
May 13	A Unique Quirk	May 29	Family
May 14	Movement	May 30	Freedom
May 15	Something In Nature	May 31	HCAFA
May 16	A Challenge		

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

Co-Presidents:	Robert Allare	hcafapresident@gmail.com
	Charmian Tashjian	hcafapresident@gmail.com
Vice President/Grievance Chair	Taimi Wilk	hcafagrievance@gmail.com
Membership Records Chair:	Janice Cutler	hcafamembership@gmail.com
Treasurer:	Dwain Thomas	hcafatreasurer@gmail.com
IEA NEA Uniserv Director:	Amy Kunz	amy.kunz@ieanea.org, (847 359-0300)
Webmaster	Tedd Prater	hcafawebmaster@gmail.com
<i>Harper Adjunct Advocate</i> Editor:	Arlene Bublick	hcafasecretary@gmail.com

DIVISION REPRESENTATIVES

CTP		MS:	
Tom Kirchner	hcafactp1@gmail.com	Janice Cutler	hcafams3@gmail.com
LIBARTS		LIBRARIANS	
Christy Carter	hcafalibarts3@gmail.com	Dwain Thomas	hcafalibcoun1@gmail.com

**VISIT OUR WEBSITE, WWW.HARPERADJUNCTS.ORG
FIND US AT *HCAFA* ON FACEBOOK**