



THE HARPER

ADJUNCT ADVOCATE

HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION

NEWSLETTER

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Adjunct Colleagues,

Whether you are teaching classes or taking it easy this summer I hope you are enjoying time with your family and friends. As for HCAFA we are busy negotiating a new contract with the college. To date our meetings with the college have been productive. Of course, the results are what counts, so stay tuned!

Robert Allare
President – HCAFA

HCAFA THANKS YOU FOR YOUR SUPPORT!

For membership: Charmian Tashjian at bctashjian@gmail.com

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

Vaccine or testing mandates for teaching on campus

On August 26th Governor J.B Pritzker signed an executive order mandating K-12 and higher education faculty, staff and students be vaccinated if they will be appearing on their respective campuses. If faculty, staff, or students are not vaccinated, weekly testing is also an option that must be complied by Thursday at 11:59 of each week. Currently, the college is using a form stack email through Microsoft. This will allow adjuncts to simply check a series of boxes to show that they have either received the vaccine or have been tested for COVID-19 in that week. Without a verification of a vaccine or testing, an employee will not be allowed to teach on campus as per the Governor's executive order. If you teach on campus, you should have already received an email to verify if you have either had the vaccine administered or have taken a COVID-19 test and tested negative for this week. **If you teach on campus and have not filled out this simple form stack response please do so by noon on Friday, September 3rd!**

HCAFA strongly recommends that every adjunct become vaccinated not only for their own health but for the health and safety of other faculty, staff, their students, and community. The college will be expanding COVID-19 testing availability and hours. Currently, the college offers testing in the Harper College Parking garage.

Harper's Provost, Dr. MaryAnn Janosik, sent out a detailed email to all Harper employees on this process for students on Wednesday, 9/1 at around 3:23pm. Please read every detail to stay informed and up to date. The college and HCAFA has been working hard to comply with these last-minute requirements. If any member has any questions, please direct them to the HCAFA executive team. Thank you for your efforts!

[RECENT ISSUES](#)

[Mask mandates on Harper's campus](#)

Harper College, guided by the COVID-19 response team, has reversed their course on mask mandates due to the rise in the COVID-19 Delta variant. From the college these are the requirements. **“The current policy requiring face masks indoors for everyone, regardless of vaccination status, will remain in place for the time being. In addition, 6-foot social distancing is still required indoors.** Masks are optional if you are alone in an office, as well as outdoors if 6-foot social distancing can be maintained.”

[Contact negotiations with the college](#)

Beginning in late May, a four-person HCAFA union team has been in direct meetings with the college to present items for bargaining in our new contract. The HCAFA union team is dedicated to improving the quality of adjunct life and reasonable compensation for your work and efforts. Meetings with the college ramped up in August and will continue to do so into September.

[Paycheck rate fix](#)

Your Harper College adjunct faculty union recently discovered a discrepancy with payrate changes for around 26 adjunct faculty at the college. This was partially due to the college switching over from Oracle EBS to the Oracle Fusion system. Until this discrepancy was brought to light by our President Robert Allare, adjuncts were not receiving the proper compensation they were contractually guaranteed by the college. If you were one of the 26 adjuncts, know that the college and the union is working to fix this issue.

[Open library representative position](#)

Our recent adjunct faculty representative, Jennifer Lau-Bond, was recently promoted to a full-time library position by the college. We want to congratulate Jennifer on the position and wish her the best going forward.

If you are an adjunct within the library and would like to be part of the Harper College adjunct faculty union, we strongly suggest that you contact us regarding the now open library division representative position. This division representative will be responsible for reporting back to the HCAFA executive team and adjuncts about the comings and goings within the library as well as attending monthly HCAFA executive team meetings.

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:	Robert Allare	hcafapresident@gmail.com
Vice President/Grievance Chair	Taimi Wilk	hcafagrievance@gmail.com
Membership Records Chair	Currently being filled	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
Secretary & Adjunct Advocate Editor:	Steven Titus	satitus@gmail.com

DIVISION REPRESENTATIVES

Liberal Arts

-Christy Carter
-Charmian Tashjian

Career Technical Programs

-open

Math and Science

-Mary Van Opstal

Division library rep

- Open

Business and Social Science

-Robert Allare
-Richard Krupa