



THE HARPER

ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER**

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Adjunct Colleagues,

Wow can you believe we are half-way through the semester already? I can't! With that said, I want you to know that I will be focused on strengthening the relationship between the college and HCAFA and equity in pay. I have already meet with six college deans and U.S. Representative's Sean Casten's educational team to begin the dialogue on both topics. Of course, nothing happens in a vacuum, so I encourage you to be activity involved in the union. When you are we are stronger.

Robert Allare
President – HCAFA
roballare@comcast.net

HCAFA THANKS YOU FOR YOUR SUPPORT!

For membership: Charmian Tashjian at bctashjian@gmail.com

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

RECENT ISSUES

Updates to masking policies on campus

In tandem with many colleges, states and businesses, Harper College has decided to relax masking policies on campus. The following was part of an email from President Dr. Proctor.

“As a result of the high vaccination rates on our campus combined with the significant decline in local infections, hospitalizations and positivity rates, we are preparing to lift our masking requirement.

Beginning Monday, March 7, Harper College will move to a mask recommended environment.

While masks will no longer be required come March 7, we will continue to recommend them.”

Harper adjunct open house on Tuesday, March 15th

HCAFA is planning on offering free coffee at a table outside of Starbucks in the D-building to celebrate you, the adjuncts! The table will be staffed with HCAFA executive team members from 8:30am-9:45am and then from 11:45am to 1pm. Stop over to have a lovely chat over coffee. A flier is also attached to this email.

Did you know? Information about our contract

Out of the many hard-fought efforts of the HCAFA executive team over seven months in 2021, we won the right to extend workload from 23.5 to 24 hours. While this greatly benefits adjuncts with labs and classroom times, if there are extra classes available to teach over the fall and spring semesters, you are not limited at 23.5 hours anymore.

Communication with your deans and department chairs

Many divisions and departments throughout Harper have expressed to HCAFA that they want to hear more from their adjuncts. Do not hesitate to reach out to your department chairs and then possibly your deans. A question about an available class could lead to another opportunity, for the sake of example. The more they hear from you, the better the relationship exists between adjuncts, chairs and deans.

Help Wanted – reaching out to Harper adjuncts

The Harper adjunct union (HCAFA) needs more participants on college committees. Not only is the college requesting our contributions, but our very presence shows our power and influence we can have from the group up at Harper College. Currently, only a few HCAFA executive members, especially Robert Allare, are shouldering the load of these committees. We could really use your support for only a small-time commitment out of your weekly or bi-weekly schedule. If you want to know more, please contact President Robert Allare.

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	roballare@comcast.net
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

Division library rep

- Open

Career Technical Programs

-open

Business and Social Science

-Robert Allare
-Richard Krupa

Math and Science

