



**THE HARPER**

# **ADJUNCT ADVOCATE**

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION  
NEWSLETTER**

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Adjunct Colleagues,

With finals right around the corner I hope you are doing well. As for me I am wondering how I will grade all the student assignments before the end of the semester. Somehow it always gets done. The one request that I have is for you to be more engaged in HCAFA. This is the only way we can improve the working conditions for all adjuncts. If you are interested, please reach out to me.

Robert Allare  
President – HCAFA  
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## **HCAFA THANKS YOU FOR YOUR SUPPORT!**

For membership: Charmian Tashjian at [bctashjian@gmail.com](mailto:bctashjian@gmail.com)

For member engagement: Christy Carter at [christyncarter@gmail.com](mailto:christyncarter@gmail.com)

## **RECENT ISSUES**

### **Harper adjunct open house/free coffee day on Wednesday, April 20<sup>th</sup>**

Last month, HCAFA held a successful adjunct appreciation/free coffee day in front of the campus Starbucks in D-building. This month, we are positioning a table in the Avante wing in front of the Subway. From 9am to 12noon on Wednesday, the 20<sup>th</sup>, HCAFA executive team members will be happy to greet union members and non-members about union benefits, the new contract or whatever you would like to talk about what HCAFA does for you! To show our appreciation for you, we are offering a free coffee or drink from the Subway on us. We're looking forward to seeing the adjuncts that we proudly represent!

### **Did you know? Professional development funds for adjuncts**

Did you know that Harper College has allotted an annual pot of \$30,000 dollars for adjunct development funds? Harper adjuncts are allowed to use up to \$400 each year. The deadline to apply for this money is May 31<sup>st</sup>. You can apply in the summer as well. These funds are underutilized by the adjunct body and should be embraced. To understand the full details, here is the complete language from our contract.

**9.2 Professional Development.** Adjunct employees may submit pre-approved, non-taxable reimbursement requests for professional development activities that occur during Fall or Spring semesters of the same fiscal year. If an adjunct employee has an assignment during the Spring semester, they may request (prior to the end of the Spring semester) reimbursement for pre-approved professional development which occurs during the summer term. Submission for reimbursement must occur before the dates of February 10 for the Fall semester, May 31 for the Spring semester, and August 31 for summer term. Professional

development activities must be specific to the adjunct employee's assignment at Harper. To obtain reimbursement, adjunct employees must receive pre-approval for all professional development expenditures from the Dean (or designee) and Provost (or designee). Professional development activities eligible for pre-approval include, but are not limited to: books, including electronic downloads; professional travel; tuition and fees for workshops, seminars, and college credit courses; expenses related to conferences; professional journals; and memberships in professional organizations (which may include online access to journals). The College does not reimburse for teaching supplies or materials normally provided by the division or any digital hardware or software programs. Pre-approval must be requested prior to incurring any expenses. Reimbursement of expenses incurred between the initial request to the Dean and receipt of final approval will be at the discretion of the Dean (or designee) or Provost (or designee). The maximum reimbursement to any individual adjunct employee will generally be a total of four hundred dollars (\$400) for the year. Reimbursement requests can be made in one submission or multiple submissions. If the four hundred dollar (\$400) reimbursement has been reached or the adjunct employee's request exceeds that amount, the adjunct employee may petition the appropriate Dean for additional funds in excess of the four hundred dollars (\$400).

## **Got Coffee?**

**By Harper College Adjunct Faculty Association**

**Written by Karl Buschman**

Yes, there was free coffee at the campus Starbucks on March 15...and many stimulating conversations during our meet and greet day. It was a great opportunity to catch up with members and to have a conversation with non-members. As the newsletter described earlier, we have another coffee day approaching on Wednesday, April 20th.

Among the topics discussed were the following.

### **I teach at Harper College. Aren't I already a member?**

Membership in HCAFA isn't automatic or free. Dues ensure that we have vibrant representation as a vital stakeholder in the life of the college -- as HCAFA at the local level, as the Illinois Education Association at the state level and as the National Education Association at the national level.

### **Scholars and professionals don't need representation, right?**

The fact is we adjuncts teach the majority of the classes at Harper and outnumber the full time faculty. Teaching is our calling and profession. It's our livelihood. Being in HCAFA gives us a voice -- a collective one -- over decisions that affect our students, our classrooms, and our careers.

### **Why are we treated as temps if adjuncts are a vital stakeholder?**

HCAFA is the recognized and official voice of adjuncts. Our strength comes from the collective bargaining agreement that is an enforceable legal document that protects our rights. Your HCAFA contract negotiation team won increased pay and benefits for the 2021 -- 2022 and 2022 -- 2023 academic years. This wouldn't have happened without the strength and unity that HCAFA has with our collective voice.

## Why now for the coffee day and joining HCAFA?

Take advantage of the Early Enrollment Membership Incentive Plan. Join between April 1 and August 31, 2022, and receive benefits under the NEA [National Education Association] Educators Employment Liability [EEL] Program – a \$1M policy for work-related issues - as well as access to select NEA Member Benefits programs. In short, Join Now - at no charge, Pay Later – that is, not until the fall semester with full membership status kicking in on September 1.

## I've had too many classes canceled to afford the dues.

Think of it this way. We all complain about the automotive insurance policy until we are rear-ended. Right? Being a member is just being prudent as a scholar and professional. Over the years HCAFA has won increased pay and benefits, such as an increased number of contact hours, the Level II program, Just Cause which ensures protections against unfair discipline or dismissal, extended leave of absence, increased job security, union representation when problems arise and eligibility for unemployment compensation from the state. There's no free lunch in life.

## When all is said and done, tell me why I should consider membership.

There is power in numbers and in unifying individual scholars with a collective voice to improve students' success, our working conditions and importantly to help us scholars and professionals assert our rightful role to give needed input as a major stakeholder in the educational process at Harper College.

Want to know more, a lot more, about what HCAFA does for you? Reach out to our officers at the contact tab at [www.harperadjuncts.org](http://www.harperadjuncts.org).

### *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
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## 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