



THE HARPER

ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER**

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Harper adjuncts,

I want to congratulate Doug DePalma who will be the next HCAFA president. Besides Doug, HCAFA welcomes Cory Long as Membership Outreach Director, David Bergman as Secretary of the Treasurer and Luis Moncayo as Pro Tech Division Representative. Steven Titus and Jennifer Merritt will continue in their roles. I also want to thank Charmian Tashjian who has been HCAFA number one advocate over the last decade. Without Charmian's efforts we would not have a union today. I strongly recommend that next time you see her you thank her. As for me, it has been my privilege to work with such excellent colleagues. As one of my favorite song's goes:

"Time I was on my way
Thanks to you, I'm much obliged
For such a pleasant stay
Ramble on"

Robert Allare
President – HCAFA
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HCAFA Executive Team – Officer elections

Elections for the open positions within the HCAFA executive team took place earlier this month. As many of you may know, two of the most important open positions we had were the President and the Treasurer. Here were the results...

Presidency – Doug DePalma
VP/Grievance Chair – Jennifer Merritt (re-elected)
Secretary of the Union – Steven Titus (re-elected)
Membership Outreach – Cory Long
Treasurer – David Bergman
Career Program Representative – Tom Kirchner (re-elected)

Let us welcome Doug, Cory, and David into their HCAFA leadership roles!

A message from president-elect Doug DePalma

It was an honor to be elected as the next president of our union, and I can't wait to meet you all and get to work. I've been teaching at Harper in the English department since 2016 and am a third-generation union teacher. Over the last 10 years as an adjunct faculty member across northern Illinois, I've become all too familiar with the difficult commutes, disrespect, anxious checks of class enrollments, and worries over healthcare costs and retirement that come with our work. As we negotiate our next contract during this transition, I am confident we can secure wages that rise more fairly with inflation and fight for a longer-term

contract to give us all more security as contingent workers. Again, I look forward to getting to know you all better and working with you to bring equity to our pay and security to our employment.

Thanks,
Doug

RECENT ISSUES

Contract negotiations

Before the end of the semester, HCAFA will begin negotiating with the Harper College executive team on a new contract. The negotiating team will consist of Robert Allare, Steven Titus and Amy Kaminski. Robert will stay on during negotiations while also assisting Doug DePalma by bringing him into the fold at these meetings. Our number one goal is to hammer out an economically equitable, long-term contract that pays you more per semester.

Employee town hall – Tuesday, April 25th

President Avis Proctor and her executive cabinet will be holding a town hall on this date. If you have questions for the college and wish to participate, here is the description provided by the college in HIP.

“To support our commitment to transparency and open communication, Harper will hold an employee Town Hall at 2 p.m. Tuesday, April 25, in the Wojcik Amphitheater, Building W. The format for the Town Hall will largely be Q&A. The event will also be streamed over Webex.”

If you would like to submit any questions or concerns, the HIP portal has a link where those can be sent.

New Provost Search

In March, Dr. Proctor announced that our provost, Dr. MaryAnn Janosik, would be leaving her position to retire. This will be effective as of June 30th. Currently, a search firm is working with the twelve-person Provost hiring committee to cast a broad net across the Chicago-Metro area and the nation for a diverse set of candidates. The candidates will be pared down to three finalists. These finalists will appear on campus in early May. Robert Allare, Steven Titus, Doug DePalma and Charmian Tashjian from HCAFA will be meeting with these candidates during their campus visits and discussing their visions for the Provost position at Harper College going forward.

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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Treasurer	David Bergman	
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DIVISION REPRESENTATIVES

Liberal Arts

- Amanda Smothers
- Natasha Pilipuf-Ruiz

Career Technical Programs

- Tom Kirchner

Math and Science

- Mary Van Opstal

Library representative

- Kristin Allen

Business and Social Science

- Robert Allare
- Richard Krupa