



**THE HARPER**

# **ADJUNCT ADVOCATE**

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION**

**NEWSLETTER**

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Harper adjuncts,

I could not let the end of the fall semester pass without wishing members and non-members alike a successful end of the semester and a happy holidays. The long semester is coming to an end, as well as the year of 2023. As adjuncts, we have seen a transition back to the standards of more in-person classes, much like before the pandemic. Much of this will continue going forward into 2024, presenting all of us with challenges and a need to adapt. During break, let us take the time for ourselves, family and friends that will ultimately recharge our hearts and souls for the new year.

In all, I wanted to pass along from the HCAFA executive team that we are proud of your work with a diverse body of Harper students. We are the engine that drives student success forward. In our classroom spaces, our adjuncts make the difference in the lives of the tens of thousands who pass through our halls and online spaces every semester. We are proud for what you have given in the hours and days to your classes! In 2024, what we need from adjuncts is a greater dedication to the union. The strength of a union comes from its members – the more we have, the stronger we function as a unit together!

Steven Titus  
HCAFA President and “acting Secretary”  
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## **Spring union sign-up drives**

In the Spring 2024 semester, the HCAFA will be sending out notices on how to sign-up for the union if you are not already a member. Without a union, there is no protection for your Weingarten Rights. Without a union, there would be no liaison like VP Jennifer Merritt and myself to work with HR, the Provost’s office, and every single division to communicate alterations and improvements to the adjunct’s quality of working conditions. Most of all, without a union, there would have been no one to negotiate a contract. We would be at the whims of what the college would offer us.

Consider that all these efforts that HCAFA has fought for and worked with the college on is the reason why we have a contract until 2027. We do not want to go back to the way life was for adjuncts 20 years ago before the union formed. We certainly do not want to resort to what is happening currently at Columbia College Chicago where adjuncts have been on strike for over one month due to poor pay and working conditions!

With all of this in mind, this Spring when you see HCAFA members at outreach events or emails from us about joining the union, seriously consider doing signing up if you are not a member.

## **Winterfest 2023 – Monday, December 11<sup>th</sup>**

This upcoming Monday, December 11<sup>th</sup> from 2 to 4pm, the college is hosting an annual Winterfest celebration at the Wojcik conference center. Executive members of the college will be there. **All faculty and staff are invited but you must RSVP by Thursday, December 7<sup>th</sup>.** Here is the formstack link you must fill out if you wish to attend: [Winterfest sign-up](#).

Attendees to the Winterfest are asked to provide to the Celebration of Giving toy and clothing drive for three local grade school districts. The list of items requested is detailed here – [Requested items](#). Monetary donations must be turned in at this link by Friday, December 8<sup>th</sup>. I will be there to represent the union and continue to forge the connection with Harper deans, faculty, staff, and administration.

## **Additional information**

### **DEI training and certification**

Our 2023-27 contract stipulates that all adjuncts must participate in two hours of DEI training on an annual basis. In a confirmation with the head of Human Resources and our Provost, adjuncts have until June of 2024 to complete this training. If you have not completed this training, I would highly recommend you do so this December or early on in 2024. The college and the union does not want hound members in May to complete the training.

To complete the training, access the link provided here- [VectorSolutions DEI training](#).

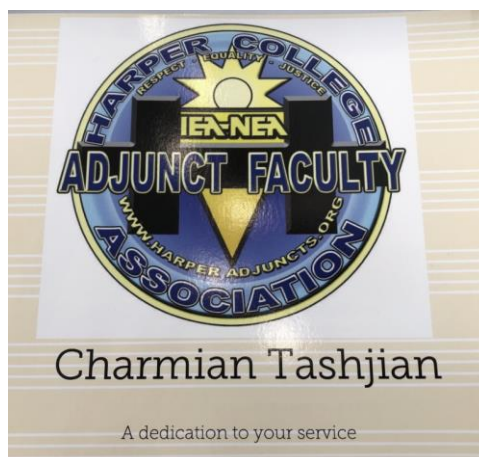
### **The adjunct outreach series for Spring.**

In the Spring semester, there will be at least two adjunct outreach events – one at Starbucks and one at Subway. At these events, the union will provide you with a drink (coffee, tea, soda) and a sandwich for free. We do this as a matter of appreciation for our adjuncts. Keep a look out for announcements in the Spring about these wonderful outreach events!

### **Small celebration of Charmian Tashjian**

This past November, the union put together a small gift and a photo book of memories for Charmian Tashjian, the former HCAFA president from 2011 to 2020. Although Charmian is not retiring at this time, former HCAFA President Robert Allare and I felt we should appreciate people when they are still around and contributing to the union, as Charmian always has! Here is the cover to the picture book I assembled through Shutterfly for Charmian with special messages and photos from the early days of the union.

If you ever have the chance, reach out to Charmian to show your appreciation! She has been the backbone of the Harper College adjunct union for over a decade.



**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**

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