



Happy New Year from HACCEA



HACCEA would like to wish all faculty a happy new year! Welcome back, and cheers to the spring semester, 2024!

Week 0 Activities and Faculty Get-Together

On Tuesday, January 9, the Lancaster Campus will be hosting Week 0 activities in the East building. Come visit us on the lobby to pick up some HACCEA swag and to learn more about our union.

After Tuesday's activities, please join us for a faculty Happy Hour at the Brassiere (right across the street from campus: directions) from 3:15-5:00pm for free appetizers sponsored by PSEA: [Directions](#).

HACCEA Signs MOU with HACC Management

HACCEA has signed an MOU with HACC management (with approval by the Executive Council and Representative Council):

1. HACCEA/PSEA can have access to faculty on campus using tables;
2. HACCEA/PSEA will not be treated any differently than any other group;
3. the Unfair Labor Practice against HACC will be dropped by HACCEA/PSEA;
4. HACC management along with PSEA's attorney filed a letter with the Lancaster District Attorney expressing their desire to have the charges against our PSEA representatives dropped;
5. The trespassing charges were dropped against Lauri Rakoff and Adam Weber.

A press release will be sent to the media on Monday: [Press Release and MOU](#).

HACCEA Wins Mandamus Hearing... Again!

On Wednesday, May 3rd, HACCEA filed with the Dauphin County Court of Common Pleas an action to demand that the College follow the Sunshine Act. On September 25, the hearing was held.

A decision from the Court was received on October 25, 2023, stating that HACC “must provide public notice and to open meetings of its standing committees to the public.”

HACC filed an appeal of the decision; Judge Cherry of Dauphin County rejected the appeal on December 12, 2023.

How to Sign-Up to Speak at the Board of Trustees

Some of you have asked how you can support us, and one way is by asking the HACC board of trustees to get us a fair contract now and to discourage HACC administrators from engaging in heavy handed union busting tactics.

Sign up for public comment by filling out this form at least two business days prior to a meeting:

<https://www.cognitofrms.com/HACC2/boardoftrusteespubliccommentregistration>.

The next anticipated meeting is February 6, 2024.

Status of Bargaining

The negotiations committee worked diligently throughout the fall 2023 semester with limited progress being made in negotiations with HACC administration. However, as good news, the last meeting on December 21st was the most productive and collaborative of all negotiations meetings thus far.

In brief, the negotiations have focused on two main areas: (1) salary/pay and (2) the definition of seniority.

Regarding the former topic of salary/pay, we are still far apart on this topic. HACCEA is committed to ensuring that **all** HACC faculty are treated fairly in their compensation.

Regarding the latter topic of seniority, we have had collaborative and productive conversations identifying inconsistencies, and each party has expressed a desire to

correct those inconsistencies to ensure accurate record keeping and practices. HACCEA administration discovered college records regarding seniority are an inconsistent mixture of discipline, department, and hire date metrics. HACCEA is working on clarifying this terminology in our own draft CBA.

We are hopeful that the collaborative discussion around this topic will encourage more collaborative discussions on many other topics in spring 2024.

Please follow our progress at <https://www.haccea.org/statusofbargaining>

ANTICIPATED SPRING 2024 NEGOTIATIONS MEETINGS WITH HACCEA:

1/31/24 – 9:00am – 1:00pm Tentative
2/15/24 – 2:30pm – 6:00pm
2/27/24 – 9:00am – 1:00pm
3/19/24 – 9:00am – 1:00pm
4/04/24 – 2:30pm to 6:00pm
4/25/24 – 2:30pm to 6:00pm

Dates for Grievances and Arbitrations

The following dates are scheduled for upcoming Arbitration/legal action:

- Change to Course Minimum Enrollment Grievance Arbitration (was postponed due to the Arbitrator's family issue on Nov 21st)—Feb 28th***
- GERT Programs Deactivation Grievance Arbitration—April 11th
- No Call-Outs for Search Committee Grievance Arbitration—May 8th
- SGP 700 Grievance Arbitration—March 2024
- SGP 701 Grievance Arbitration—March 2024

*** **Please watch your Spring 2024 courses and send us screenshots** of any courses canceled at 9, 10, or 11. HACCEA is going to Arbitration on February 28th, 2024 arguing that HACC management violated the status quo by changing the minimum enrollment from 9 to 12. Evidence can be sent to president@haccea.org. Also send any emails you have from Deans about this issue.

Art Competition for Members and Students

Please go to <https://www.psea.org/fou> for information on the Jennifer J. DuBois Fabric of Unionism Art Competition with a grand prize of \$1000 for competitors. You can also view the flyer here: [Art Competition](#).

Delegates Meeting

The Higher Ed delegates met at a dinner meeting on Friday night (Dec. 1). A New Business Item (NBI) is the PSEA form of resolution providing directions to the PSEA leadership. At the meeting, the group crafted language for a New Business Item, which was to "Review Feasibility of Higher Education Faculty Dues." The current dues for contingent faculty are too high. Adam Weber (Consultant), Gretchen Osterman (Higher Ed V.P. and SCUPA President at Commonwealth University/Bloomsburg), and Steven Lusting (HACC Negotiation Team Member) drafted this item.

On Saturday, Osterman and Lusting presented the NBI to the larger body Corrine Syster, Adjunct Reference & Instruction Librarian at HACC, also spoke and presented excellent statistics, facts, and evidence. In the end, the delegates approved the item by a vote of 96% yes and 4% no. The next step is that PSEA Governance will review this.

Give Yourself the Gift of Peace of Mind in 2024

Join the union *now* at www.psea.org/enroll.

Some things you should consider:

- HACCEA represents **ALL** 800+ faculty members in wages, hours, and terms and conditions of employment; the college cannot do anything without speaking to the union first, so being a member allows you to come to meetings and have access to the PSEA Uniserv and PSEA's legal department.
- Being a union member has its privileges; only members can vote on the contract, and members get first-hand information on bargaining.
- Only union members are supported in arbitration through the grievance process. Non-members are not eligible for this level of support.
- Only members of the union can vote for faculty union representatives, hold union leadership positions, and vote to adopt terms of a contract as well as the union's Constitution & Bylaws.
- Our power is in our numbers... We need **ALL** faculty to join us now! Stand united with us. More members = a stronger contract.
- Yearly *local* dues for the '23-'24 academic year are just \$40/year for full-time and \$10/year for part-time/adjunct faculty. Dues can be paid in installments.
- PSEA/NEA dues *are not* charged until we ratify a contract. At that point, you can assess whether or not your membership makes financial sense for your particular situation. There is no maintenance of membership standard that compels members to stay.
- When faculty belong to a union, they get paid more. In 2022, union faculty earned \$5,000 more, on average than a non-union faculty member. Read more about educator union pay: [Higher Education Faculty Pay](#).

- **No faculty member will see a raise until a contract is negotiated.**
- You can find directions on how to easily join HACCEA by going to our website. Here are resources (<https://www.haccea.org/resources>) on how to enroll as a member. Or go to www.psea.org/enroll. Select “annual” for membership type (full-time) or ¼ year (part-time/adjunct).

Kathy L. Sicher, LSW, MHA

President HACCEA

HACCEA Email: president@HACCEA.org

HACCEA Website: <https://www.haccea.org>