

HAWK FACULTY UNITED

UNION UPDATE

09/05/24

Adjuncts & Computers

The Association is aware that at the start of the academic year, access to computers for Adjunct Faculty was intermittent. We addressed the concern when we were made aware. If this is still a problem, please contact your Dean immediately and also CC your email to the Association at hfu@haccea.org so that we can follow up to ensure the issue is addressed.

Important Voting Information: Fact-Finding

The Hearing for the Contract Fact-Finding is scheduled for September 23, 2024, with Larry Cheskawich (Labor Relations Specialist) at Ted Lick Administration Building, Room 209.

The Fact-Finding Report will be released to members and a vote to approve or deny the Fact-Finding Report will occur from October 3rd through October 7, 2024.

In order to vote on the Fact-Finding Report that can possibly lead to our contract, **you must be a member by September 30, 2024**. At this time, PSEA will organize the vote from the membership based on current enrollment.

Should you wish to vote, please enroll at www.psea.org/enroll ASAP!

Violation of Faculty Organization Constitution/MOU

Despite the fact that the Faculty Organization Constitution still exists as is, an election was held in the Spring of 2024, and even though **no** One College Constitution is in place, HACC management has refused to honor the long-standing Memorandum of Understanding that provides compensation for the work of Campus Assembly Chairs as well as pay for adjunct faculty who serve on the Academics House, the Operations House, or as a member of the Faculty Senate representing their respective Houses.

On behalf of those affected, HACCEA has filed an Unfair Labor Practice (ULP) with the PA Labor Relations Board. The ULP hearing will be held on December 2, 2024. We ask that if you have committed to these elected positions, you remain in those roles. If HACCEA wins the ULP, you may receive back pay for the time you served on behalf of the Faculty Organization.

We are working hard for you!

The following is a list of upcoming legal issues. Many other items are still going through the grievance procedure.

Arbitrations

Our first arbitration was held on *July 15, 2024*: The issues were “Whether the College violated the MOA between the parties on status quo when it enacted the 2022 SGP 700 and utilized it in May 2022” as well as “Whether the College violated the MOA between the parties on status quo when it inactivated the gerontology programs without complying with the 2015 SGP 700”. A final determination by the arbitrator can take months.

September 18, 2024: Wrongful termination/discharge of a tenure track faculty member, denial of tenure, and termination/discharge without Just Cause.

October 30, 2024: Violation of status quo when transferring a 12-month faculty member to a 9.5-month position.

November 4, 2024: Whether the College violated the MOA between the parties on status quo when it enacted the 2022 SGP 700 and utilized it in May 2022

Unfair Labor Practices

November 5, 2024: Failure to bargain a change to the minimum enrollment class sizes by changing the number from 9 to 12.

December 2, 2024: FO Constitution/College Policy Violation—A violation of status quo as the College refused to pay Campus Assembly leaders and Adjuncts for their service on Academics House, Operations House, and Faculty Senate Cabinet as applicable.

PA Labor Relations Board Hearing

November 20, 2024: The College has filed a Unit Clarification Petition with the PA Labor Relations Board seeking to remove Department Chairs from our bargaining unit.

Do Not Delay: Join now!

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

- **Contact us for more information or visit:** <https://www.psea.org/about-psea/EE/>

Enjoy your day,

Kathy L. Sicher, LSW, MHA

President HACCEA

Contact your Reps at <https://www.haccea.org/leadership>

Grievance Email: grievance@HACCEA.org

HACCEA Email: hfu@HACCEA.org

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