

# HAWK FACULTY UNITED

UNION UPDATE

05/26/22

## **Tenure and Promotion Update**

Harrisburg Area Community College Education Association (HACCEA aka Hawk Faculty United (HFU)) has filed an ULP (Unfair Labor Practice) with the PA Labor Relations Board (PLRB) in an attempt to rectify the College's reversal of the awarding of tenure and/or promotion.

While the college communicated to employees at the April 21 collegewide Zoom session that "it is the view of the College that we are now in a period called 'status quo [...]' This means, [according to the College], that, in general, changes to the current working environment cannot be made." The College, however, is interpreting "status quo" to mean that all things stop rather than the actual definition of the phrase, "the current state of things"—or, all remains the same. By College policy and Shared Governance policy, which currently do exist, faculty were awarded tenure and/or promotion by the Board of Trustees on February 1, 2022. While those things do not become "official" until July 1 or August 22, the College cannot take away what has already been given.

We, the Executive Committee, continue to work with the College in an attempt to resolve this matter outside of legal action. Please recognize that, should it come to it, resolution of the ULP can take a few months.

For the time being, all members should continue to operate under current agreed upon policies. Should you perceive any unfair or unexpected action being taken against you, please request clarification; and please include President Kathy Sicher at [kathysicher@comcast.net](mailto:kathysicher@comcast.net) on any communications of concern.

## **Join Now!**

Please consider signing up for membership [here](#). An instructional video for the sign-up process can be found [here](#).

For membership type, adjunct faculty should select “¼ year” and full-time faculty should select “annual”.

In Solidarity,

Hawk Faculty United

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