

# HAWK FACULTY UNITED

HACCEA UPDATE

10/11/24

## **HACCEA Rally: Fair Contract Now!**



**Come out for a rally on the steps of the Capitol on Monday, October 14, 2024, at noon.**

Show your support for your fellow faculty members and hear remarks from various faculty leaders and lawmakers addressing HACC management's rejection of the neutral, third-party Fact Finder's report (which we approved by 96% of the membership). As you now know, HACC Management didn't even bother to vote on the report.

Since Monday is a holiday for 9.5 month faculty, there is no need to worry about taking leave to attend. However, 12-month faculty should use personal time or attend the rally during their lunchtime. Also, since Monday is a holiday for the state, there should be plenty of available parking downtown.

After HACCEA's successful vote on the Fact Finder's report, we stated "be prepared for action." Now is the time to act. This is about YOUR pay, YOUR benefits, YOUR working conditions, and YOUR work expectations.

We hope to see you there!

## **Setting the Record Straight**

The benefit of requesting fact finding is that a neutral, third-party, selected by the Pennsylvania Labor Relations Board, can hear testimony from both the union and

management regarding their negotiations proposals. Based on a day-long hearing in which both parties present support for their proposal, the fact finder issues recommendations for compromise. This is the Fact Finder's report: ([Link to Report](#)).

On October 9, Dr. Ski sent an email about why management rejected the report without a Board of Trustees' vote. We know this because under the Sunshine Act, the Board of Trustees would have had to announce a special meeting and its agenda item.

In his email to the college community, Ski resorted, yet again, to fearmongering. His three points were as follows:

1. Result in tuition increases for students  
Please. Stop the gaslighting.

In 2023-2024, HACC increased tuition by 5%:

<https://www.hacc.edu/newsroom/2023/hacc-adopts-2023-24-budget.cfm>.

In 2024-2025, HACC increased tuition by \$3.7 million overall increase in tuition and fees over the 2023-24 budget: <https://www.hacc.edu/newsroom/hacc-adopts-2024-25-budget.cfm>

Faculty received no raises during those years... So, what was the excuse for those tuition and fee increases?

2. Restrict the College's ability to offer courses and programs

It is management's responsibility to hire qualified faculty and create a class schedule that ensures students have timely access to the courses needed to complete programs. The first year of this contract might, we acknowledge, cause some shifting in class selection; but, to state this will hinder the College's ability to offer courses and programs is pure hyperbole.

3. Require the College to take cost-saving measures that could include reductions in personnel and restrictions in services to students

Faculty argued this exact same point when HACC management decided to terminate our much-needed faculty counselors. Where was the concern about "reductions in personnel and restrictions in services to students" then? This type of double speak and fearmongering does little to address the real issues about the increasing faculty work expectations outside of the classroom. Remember, these recommendations came from a neutral, third-party fact finder who heard both sides at the hearing.

HACCEA looks forward to a future where HACC faculty have clear expectations and predictable expectations for compensation. HACCEA compromised a lot in approving the Fact Finder's report. Dr. Ski and the Board of Trustees can now do their part; approve the Fact Finder's report so that we all can move forward towards a healthy HACC.

Hope to see you all on Monday!

Enjoy your day,

*Kathy L. Sicher, LSW, MHA*

President HACCEA, [president@haccea.org](mailto:president@haccea.org)

Grievance Email: [grievance@HACCEA.org](mailto:grievance@HACCEA.org)

HACCEA Email: [hfu@HACCEA.org](mailto:hfu@HACCEA.org)

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