

# HAWK FACULTY UNITED

HACCEA UPDATE

1/29/24

## Get the Compensation You Are Owed

Did you know that according to [SGP 713](#), you should receive overload pay if you take-on more students than your max-enrollment? If you are teaching classes with an enrollment beyond the maximum as set forth in the Form 335 for the course and are not being compensated, please contact the Association.

Many of us get requests from students to add them to our classes. It is suggested that from now on you direct the student to your dean instead so your dean can make the written request and offer you the appropriate compensation. According to the policy, the request should come from a dean and not from students. Advisors should not be making this request or directing students to ask faculty. Please adhere to the process in [713](#).

## When was the Last Time...?

When was the last time you saw a 5% raise? 10%? 15%? 25%? More? 🙄

We are guessing the answer is NEVER... at least not while employed as a faculty member at HACC!

As the HACCEA union, we promised transparency and attentiveness to the College's finances. Therefore, we invite you to look at the [following charts](#) outlining Cabinet and Dean raises from 2021-2022, 2022-2023, and 2023-2024. In comparison, faculty received a 2% raise ('21-'22), a 4% raise ('22-'23), and a 0% raise for '23-'24 as contract negotiations take place.

Additional information regarding raise in comparison to COLA increases and data related to raises under the tenure of Dr. Baehre and Dr. Ski's employment can be found here: [COLA//Raise Comparisons](#).

## **Have You Heard about the Potential PASSHE/PA Community College Merger?**

Other community college faculty have been hearing from their administration regarding the possible merger. However, HACC faculty have heard little to no information.

On Friday, January 26, 2024, several HACCEA representatives met with the larger Higher Education group for PSEA to discuss Governor Shapiro's proposed merger between the Pennsylvania State System of Higher Education and the 15 community colleges of PA (CCs).

The PSEA legislative representative said that they are still "light on details," but they have actively inserted themselves in the conversations with Shapiro's people. PSEA reports that the issues related to labor cannot be an oversight in terms of the governor's plan. Additionally, they reported that a performance-based funding incentive seemed to have come out of nowhere. Understandably, concerns were raised about how factoring-in graduation rates to funding could put pressure on faculty to pass students who do not meet the needed requirements for a class/program/certificate/degree.

In this meeting, questions were also raised about TAOC and how that fits into this proposal. To that end, one school was told to halt all curricular changes at the start of 2024. Concerns were raised about what "redundancies of programs" might mean for the community colleges.

For more, please read [Governor Shapiro's Talking Points](#) released on January 25, 2024, as well as read this [article](#).

## **Board of Trustees Meeting**

The Board of Trustees will hold a meeting on February 6, 2024, at noon. To attend, join via Zoom:

<https://hacc.zoom.us/j/94276531852>

Dial: 646-876-9923

Meeting ID: 942 7653 1852

## **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 meeting is February 6, 2024.

## **Status of Bargaining**

The negotiations committee's current schedule of meetings with HACC is as follows:

1/31/24 – 9:00am – 1:00pm  
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

Please send them good energy!

## **Dates for Grievances and Arbitrations**

Welcome Kelley Engle, our new Grievance Chair. Thank you and congratulations to Diane Thompson, our outgoing Grievance Chair, on her recent retirement and her many years of service at HACC.

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 21<sup>st</sup>)—Feb 28<sup>th</sup>\*\*\*
- GERT Programs Deactivation Grievance Arbitration—April 11<sup>th</sup>
- No Call-Outs for Search Committee Grievance Arbitration—May 8<sup>th</sup>
- SGP 700 Grievance Arbitration—June 2024
- SGP 701 Grievance Arbitration—TBD

\*\*\* 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](mailto:president@haccea.org). Also send any emails you have from Deans about this issue.

## **Give Yourself the Gift of Peace of Mind in 2024**

Join the union *now* at [www.psea.org/enroll](http://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 your membership makes financial sense for your 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](http://www.psea.org/enroll). Select "annual" for membership type (full-time) or ¼ year (part-time/adjunct).**

*Kathy L. Sicher, LSW, MHA*

*President HACCEA*

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