

HAWK FACULTY UNITED

UNION UPDATE

07/20/22

Upcoming Town Hall

Please join the Faculty Organization and Hawk Faculty United/HACCEA for a Town Hall to discuss this transition year. Additionally, this meeting will feature a presentation from our PSEA UniServ, Adam Weber, who will begin to discuss “Your Rights as a Member.” The presentations will conclude with ample time for you to ask questions.

Save the Date: Tuesday, August 23, 6pm-7:30pm via Zoom (more information to come)

Caught-in-the Middle?

For those of you who have been “caught in the middle” (newly hired, newly “tenured,” still in the tenure-track, and/or recently “promoted”), a meeting will be held with union leadership on Thursday, August 18, at 6pm via Zoom (more information to come) to discuss expectations for the coming year as well as answer YOUR questions.

Volunteering vs. a Directive

If you have recently received a plea from your dean to help with enrollment/advising even though you are technically off-of-the-clock, feel free to volunteer. HOWEVER, should you be directed to do so, then please alert a union officer ASAP.

The Benefits of Membership

PSEA membership offers many benefits in the way of discounts and more. These opportunities can easily offset the costs of dues (once those are officially set). Therefore, please see what benefits you are entitled to with membership: <https://www.psea.org/for-members/member-resources2/member-benefits/>. These benefits include financial and personal services, special and discount programs, and health and wellness programs.

Given this and, of course, for other reasons, HFU aka HACCEA encourages you to sign-up for union membership as soon as possible. Membership will provide legal representation for individual work-related grievances as well as work-related issues that affect us all, like the current ones related to tenure, promotion, and earned-wage increases. Keep in mind that NO PSEA/NEA dues will be collected until the first contract has been successfully negotiated; HACCEA's Representative Council which will be elected by September may, however, determine nominal local dues.

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."

YOU HAVE A RIGHT TO REPRESENTATION

Should you be called-in to a meeting regarding anything related to your job performance that could, in any way, lead to discipline, termination, or affect your working conditions, please be sure to request union representation! [Weingarten Rights](#) are in place to make sure that you have an advocate at such meetings. You should respond to such a meeting request with, **"I respectfully request that my Association representative be present at the meeting. Without representation, I choose not to answer any questions."**

DO...

- Request union representation
- Retain all copies of pertinent documents related to the case (be sure to archive digital documents on your own personal server)

DO NOT...

- Discuss the matter with an administrator alone
- Make any spontaneous replies or blurt out an immediate reaction
- Discuss the matter with anyone
- Submit a written statement before it has been reviewed by the UniServ and/or a Region Field Attorney
- Agree to a proposal offered by an administrator
- Submit a resignation without speaking to the UniServ

In Solidarity,

Hawk Faculty United

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