

HAWK FACULTY UNITED

HACCEA UPDATE

2/17/23

Ski Survey: Message from HACCEA

As you all are aware, a survey was sent by Dr. Ski regarding cost-saving measures as the College prepares its 2023-2024 budget. Many of those things listed fall under what is known as “status quo” and cannot be implemented unless specifically negotiated with the union. Here is the official statement from HACCEA:

The College is free send out surveys and seek faculty input on generally any issue it would like. HACCEA, however, is the Exclusive Representative for all issues which relate to wages, hours, and terms and conditions of employment as certified by the PLRB (Pennsylvania Labor Relations Board). The parties (HACCEA and HAC) entered into an memorandum of agreement (MOA), dated August 18, 2022, which clearly sets forth the definition of status quo, retroactive to April 8th, 2022, regarding all issues related to wages, hours, and terms and conditions of employment. In accordance with our role as the Exclusive Representative and the agreement establishing status quo, should the College desire to modify status quo as of April 8th, 2022, it must do so by bargaining with HACCEA. Any modification must be committed to writing and mutually agreed upon between the parties before any modification can be implemented.

In short, admin can ask whatever they want, but any work aspects overseen by the union cannot be changed without the agreement of HACCEA due to the terms of status quo.

To ask questions regarding status quo/negotiations, or to provide input on future negotiation proceedings, please drop-in on **Friday, 2/24, at 3pm** (<https://us02web.zoom.us/j/8241513228>). Crystal Scheib (PT chair of the Negotiations Committee) and Amy Withrow (FT chair of the Negotiations Committee) will be happy to address your questions and concerns.

General Membership Training—All Faculty Welcome!

Please join HACCEA for a General membership training on one of the following dates below. The presentation will cover some “do’s and don’ts” as a rank and file member of the Association, the Role of your Union Rep when it comes to meetings with management which may be disciplinary, and how to provide your concerns regarding possible violations of status quo or other concerns to the Union leadership. Last we will explain the flow of information from the members to the reps to the officers and back. The goal of the presentation is to ensure that everyone understands that they now have multiple individuals working for the Union and how you can access assistance if needed. The presentation will last no more than 1 hour.

2-22-23: 6:30pm—7:30pm

Registration Link: <https://us02web.zoom.us/meeting/register/tZlof-grqjljHtcrMScXAr4Q5AOk3uDGcSat>

Upon registering, a Zoom link will be sent to your email.

3/2/23: 7:00pm—8:00pm

Registration Link: <https://us02web.zoom.us/meeting/register/tZwvf-yorzktGtRRNNH1m4-CaVJDzD4hV1Qx>

Upon registering, a Zoom link will be sent to your email.

3/9/23: 12:00pm—1:00pm

Registration Link: <https://us02web.zoom.us/meeting/register/tZEtc--srDkjGdMCspsNzQI1HEkdzEAUf15i>

Upon registering, a Zoom link will be sent to your email.

3/21/23: 2:00pm—3:00pm

Registration Link:
<https://us02web.zoom.us/meeting/register/tZUqfu2hrDwvGdUS0DuBN4Vhl7sVRWT6vJV0>

Upon registering, a Zoom link will be sent to your email.

Save the Date: Spring Members-Only Meeting

There will be a Members' Only Zoom meeting on **Wednesday, April 19, from 6-7:00pm.**

HACCEA's Spring Election

The election will be held in April/May. Details about nominations and election timelines will be coming soon. election will be held in April/May, details about nominations and election timelines will be coming.

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 was elected in September determined nominal local dues. FT Faculty local dues at \$40 per year, and PT/adjunct local dues are \$10 per year.

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."

Kathy L. Sicher, LSW, MHA

President HACCEA

HACCEA Email: president@HACCEA.org