

HAWK FACULTY UNITED

HACCEA UPDATE

08/01/24

Save the Date: All-Bargaining Unit Meeting

The Negotiations Team members will host a meeting to discuss the progress of negotiations and to answer questions on Wednesday (8/21) from 6pm – 7pm. All faculty are invited to attend.

Zoom information and an agenda will be provided closer to the date.

A Message for You from the Negotiations Committee

The HACCEA Negotiations Committee has been working hard on your behalf. They continue to meet with HACC management regularly. Please follow their progress at <http://haccea.org/statusofbargaining>. Additional information about recent meetings can be accessed by hovering-over “Status of Bargaining” on the menu bar.

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](#).

Do Not Delay: Join now!

To be clear, and contrary to some people's understanding, **No faculty member will see a raise until a contract is negotiated.**

Join the union *now* at 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) (<https://www.haccea.org/resources>) on how to enroll as a member. Or go to www.psea.org/enroll. Select "annual" for membership type (full-time) or ¼ year (part-time/adjunct). Also sign up to pay Direct Dues: <https://www.psea.org/about-psea/how-to-join/directpay/>**
- **Early Enrollment for '24-'25 is open at no immediate cost! Contact us for more information or visit: <https://www.psea.org/about-psea/EE/>**

Enjoy your day,

Kathy L. Sicher, LSW, MHA

President HACCEA, president@haccea.org

Grievance Email: grievance@HACCEA.org

HACCEA Email: hfu@HACCEA.org

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