

# HAWK FACULTY UNITED

HACCEA UPDATE

10/31/23

## **Trick or Treat? Points for Consideration**

HACCEA owes a huge debt of gratitude to the HACC administration.

Because the administration is limited in its leadership tools – especially in situations requiring effective communication and collaboration – the arrests of Adam Weber, PSEA UniServ, and Lauri (Lebo) Rakoff, Southern Region’s Advocacy Coordinator, on August 30 resulted in both [local](#) and [national](#) news coverage, bringing more awareness to the importance of union membership in higher education.

The decision to leverage the full weight of the state through the police on a matter that HACC administration would have been best served to ignore demonstrates not only the administration’s lack of leadership skill but also the fact that despite their progressive language, HACC leaders will continue to use status quo power structures to exert their domination over those with less power.

HACC is a special place, and its leadership is especially fragile, unable to engage in the type of communication and collaboration required for effective organizational functioning. Therefore, using extreme measures seems like a reasonable choice for people with no other tools at their disposal.

Even the police found the decision extreme.

[PennLive](#) recently reported on the preliminary court hearing for this case, where arresting officers from the East Lampeter Township Police Department testified that Weber and Lebo were in no way disruptive and that the many “defiant trespassing” complaints they have been called to rarely resulted in arrests.

The failure to reject the traditional [union-busting](#) techniques of countless poor leaders before them coupled with the need for more accountability in the face of poor leadership are further evidence of the need for a union here at HACC.

Enhancing accountability would mean fewer errors in judgment in situations like this one. For example, at the time of the arrests, HACC administration claimed that the union representing the faculty members was an outside entity and did not have the right to be on campus.

The fact is that the table in question in Lancaster was reserved by Kathy Sicher, a HACC faculty member and the president of HACCEA. Ironically, the week before, a table requested by Adam Weber was approved by HACC as this [Right to Know request](#) shows. It should be noted that the only person ever denied a table request was Sicher.

We are grateful for these events, despite the HACC administration's choice to disrupt the Lancaster campus and the lives of those involved, waste community resources, and engage in the very behaviors they claim to want to disrupt.

Details of this case will be watched carefully by organizers across the country, leadership scholars, and first amendment experts. [We join faculty and students across](#) higher education in solidarity as the groundswell of union efforts continue.

On September 8, an Unfair Labor Practice (ULP) Under the Public Employee Relations Act was filed by HACCEA and PSEA/NEA with the Pennsylvania Labor Relations Board (PLRB). The PLRB accepted this ULP on October 25, 2023.

## **More about the ULP Filed and Accepted by the PLRB**

The Faculty Union charges that HACC violated Sections 1201(a)(1), 1201(a)(2), and 1201(a)(5) (derivative of Section 1201(a)(1) and independently of PERA by:

- maintaining, and/or enforcing, an overly broad non-solicitation policy that prohibited activity protected by Section 401 of PERA (denying the union access to members of the bargaining unit in non-work areas of the worksite at non-work times);
- threatening employees with arrest for engaging in protected union activities;
- denying professional staff of the Faculty Union access to the College's premises while
- allowing similar distribution or solicitation by nonemployee entities other than the union;
- engaging the police to arrest and charge professional staff in an effort to undermine the exclusive representative in bargaining and to deny employees their free choice; and

- unilaterally changing the terms and conditions of work by denying faculty access to professional staff of the Faculty Union at the worksite when professional staff were previously able to be present at the worksite.

The next step is that the PLRB will assign a hearing examiner, hearing date, and conciliator.

## **HACCEA Wins Mandamus Hearing**

On Wednesday, May 3<sup>rd</sup>, HACCEA filed with the Dauphin County Court of Common Pleas an action to demand that the College follow the Sunshine Act. On September 25, the hearing was held.

A decision from the Court was received on October 25, 2023, stating that HACC “must provide public notice and to open meetings of its standing committees to the public.”

Please visit <https://www.haccea.org> for more details and to read the Court’s ruling.

## **Need a Rep?**

Should you have an upcoming meeting with a supervisor that you feel uncomfortable about, there are several avenues for you to take to secure a rep to attend the meeting with you:

- Fill out the “contact us” form: <https://www.haccea.org/contact>
- Contact Kathy Sicher at [president@haccea.org](mailto:president@haccea.org)
- Reach out to Brad Fisher ([ptvp@haccea.org](mailto:ptvp@haccea.org)) or Caroline Mellinger ([ftvp@haccea.org](mailto:ftvp@haccea.org))
- Reach out to any rep that you have a relationship with. The list of Reps can be found here: <https://www.haccea.org/leadership>

Please do not hesitate to reach out to us!

## **There Is Strength in Numbers, So...**

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 were 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 or not your membership makes financial sense for your particular 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](#).
- **We are currently negotiating the '23-'24 academic year contract raises and beyond.**
- **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](http://www.psea.org/enroll). Select "annual" for membership type (full-time) or ¼ year (part-time/adjunct).**

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*President HACCEA*

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