

HAWK FACULTY UNITED

HACCEA UPDATE

4/17/23

Update on Negotiations

The Negotiations Committee wanted to share a more detailed update on the negotiations process and where we are now.

HISTORY OF THE WORK AND DUE DILIGENCE

The members of the Negotiations Committee researched other collective bargaining agreements (CBAs) during the summer of 2022 and, starting fall 2022, did a deep dive into HACC policies as they affect wages, benefits, work expectations, and work conditions. The Negotiations Committee also requested that the HACCEA Executive Council provide a list of HACC policies that crossed into areas that would be covered by a union contract. That list was provided mid-summer 2022, and the negotiations committee cross referenced that list against our own table of contents for the CBA to ensure important topics were not missed.

The Negotiations Committee finished a rough draft of the CBA and presented it to HACC administration on January 23, 2023. The draft is approximately 130 pages without addendums.

HOW THE NEGOTIATIONS COMMITTEE MEMBERS MADE DECISIONS

It is vital that the makeup of the Negotiations Committee is 50% Part-time (adjunct) faculty and 50% Full-time faculty. HACCEA's union strength lies in our *entire* faculty members' ability to unite.

Last fall, the Negotiations Committee divided into subgroups to complete the CBA draft. All but one subgroup had two (2) part-time faculty and (2) full-time faculty to ensure equal voice and input. The only exception was a workload subgroup that spent the majority of the fall semester doing research on workload pay (PPAs, lab hour pay, release time for various duties, etc.). The Negotiations Committee requested permission from the HACCEA

Representative Committee to involve other faculty in those workload discussions to ensure the knowledge of the Negotiations Committee was accurate and complete due to the complex and often inequitable nature of such pay.

Upon the completion of the subgroup work, each subgroup would present their work, explain their thinking, and propose ideas to the entire Negotiations Committee for discussion and revision. As one might imagine, there were some issues upon which the entire Negotiations Committee might not agree. In those cases, a formal vote was taken. *In those votes, it was always ensured that an equal number of Part-time (adjunct) and Full-time faculty voted.* If an unequal number of Part-time (adjunct) and Full-time faculty were in attendance for the vote, a member would abstain to ensure an equal number of Part-time (adjunct) and Full-time faculty votes were made.

FINALLY, A SCHEDULED SECOND MEETING

A second Negotiations Committee meeting with HACC administration was originally scheduled for February 15, 2023. HACC administration asked to cancel that meeting to allow more time for their review the draft CBA. HACCEA with the support of PSEA was prepared to file an unfair labor practice if a second meeting was not scheduled. Thankfully, this week, a second negotiations meeting was finally scheduled for **May 30, 2023**.

COMMUNICATION FROM NEGOTIATIONS COMMITTEE AND THE TABLE OF CONTENTS

The Negotiations Committee's intent was to conduct Town Halls after the second Negotiations Committee meeting to present to faculty the key points upon which HACCEA and HACC administration agreed. During those same Town Halls, the Negotiations Committee planned to address the key points of disagreement between HACCEA and HACC. By doing so, our goal was transparent communication without sharing the entire draft, which is malleable at this time.

The delay in having the second meeting have left longer gaps in communication than expected, so our committee is determined to better communicate in a manner that is not dependent on the actions or inactions of HACC.

As such, we still do not plan to share the draft collective bargaining agreement (CBA) "as is" at this current time. There is some strategy in the draft CBA, and it would not be helpful to explain why some things are drafted as they are as it would give away such strategy. The Negotiations Committee, upon the recommendation of PSEA who has decades of

negotiations experience, has decided to withhold the entire draft in these very early stages of negotiations.

However, after hearing some requests for how faculty can review our work to ensure we have all union-related topics covered, our committee wants to honor that feedback.

We are providing the Table of Contents for the draft CBA here for your review: [CBA: Table of Contents](#). While we will not discuss the details yet, faculty can review the core points addressed in the CBA.

WE'D LIKE YOUR THOUGHTS

To help us further prepare for negotiations and to ensure we have a clear understanding of our faculty members' views, please respond to a twelve (12) question survey link which will be sent to your HACC email on Monday, April 17. ***This survey is anonymous and is a one-to-one response. Please complete this survey by 5pm on Friday, April 28, 2023.***

Meanwhile, feel free to reach out to any Negotiations Committee member if you have questions or thoughts to share.

Chief Negotiator (Part-Time)	Crystal Scheib	ptnegotiator@haccea.org
Chief Negotiator (Full-Time)	Amy Withrow	ftnegotiator@haccea.org

Position on Negotiations Committee	Name
FT Rep, Business, Technology, and Industry	Steve Lustig
PT Rep, Business, Technology, and Industry	Dan Schodel
PT Rep, Health Sciences	Sara Crill
FT Rep, Health Sciences	Lois Schaffer
PT Rep, Liberal Arts	Diane Mummert
FT Rep, Liberal Arts	Christine Nowik
FT Rep, Library	Kathleen Conley
PT Rep, Library	Diane Wollaston
PT Rep, Science and Mathematics	Christina Houston
FT Rep, Science and Mathematics	Kelly Matthews

Additionally, please join Crystal Scheib, the Part-time (adjunct) faculty co-Chair, and Amy Withrow, the Full-time faculty co-Chair, this **Friday, 4/21, at 3pm** (<https://us02web.zoom.us/j/824151322>). Subsequent sessions will occur every 2 weeks until May 8th.

Save the Date: Spring Members-Only Meeting

There will be a Members-Only Zoom meeting on **Wednesday, April 19, from 6-7:00pm**. The link is here: [Members Meeting](#). An agenda will be sent in the next newsletter. Part of this meeting will be dedicated to Q&A on the revisions to the Constitution and Bylaws.

Save the Date: Birthday Celebration

Drop In HACCEA Birthday Picnic Celebration and Pot Luck Event

WHEN: May 12th – 4pm to 8pm

WHERE: Sunset Park, Pavilion #3 (2601 Sunset Dr. Middletown, PA 17057). Our pavilion is designed to hold 150 via picnic tables. We would encourage you to bring your own lawn chairs/outdoor chairs for more comfort.



WHY: HACCEA is celebrating its one (1) year anniversary of Unionization. Come join us to socialize and engage in fellowship as well as celebrate all our successes over the course of our first year! This is also an opportunity to celebrate the end of the Spring Semester! This is a rain or shine event.

WHO: All HACCEA Bargaining Unit members AND their families are invited to attend. This is a family friendly event and Sunset Park has a large children's playground, horseshoe pits, cornhole boards, frisbees, etc.

What will be provided: HACCEA will be providing hot dogs and hamburgers (meat and veggie) all cooked over the charcoal grill. We will try and have burgers and dogs ready to eat around 5pm and then on-going. HACCEA will also provide non-alcoholic drinks (water and lemonade) as well as a limited selection of alcoholic drinks (beer and wine) as well as potato chips and a celebration dessert. (NO GLASS BOTTLES ARE PERMITTED) We will also provide the paper products and condiments. *We are encouraging all registrants to bring a Potluck/Picnic type item to share. (We are expecting many to participate, therefore regarding 'how much should I bring', think something that would fit into one crock pot or a tray of something). If you also want to bring other alcoholic beverages to share, you are more than welcome, and we will have coolers with ice available.* Additionally, we will have a few extension cords and power strips available for us, however, if you have one to bring, it is certainly welcome!

Please click this link <https://forms.gle/sXhpRFMfKirZPUq3A> to register your attendance and indicate how many will be coming from your group. (The link will close on **Wednesday, May 10th at noon**)

If you are not yet a member of HACCEA, when you arrive we can sign you up! Enrollment forms will be available, and we do it electronically right on the spot!



Kathy L. Sicher, LSW, MHA

President HACCEA

HACCEA Email: president@HACCEA.org