



Maximum Overload: Update from the Grievance Chair

We are pleased to inform you that following our recent discussions with the administration, we have successfully resolved the issue regarding compensation for accommodating additional students beyond the maximum class size. As a result, faculty members who took on additional students at the request of their deans will receive the appropriate compensation as outlined in SGP 713: Max Class Size Procedure even though the students were not enrolled by the first day of classes. This was in part due to a last minute request from the dean to the faculty as well as the tedious DAW form process.

While this resolution is certainly welcome news, it's important to clarify that it is considered a "one-off" exception and should not be interpreted as setting a precedent for future instances. It serves as a reminder of the importance of adhering to the established procedures and protocols in place.

As outlined in SGP 713, any requests to accommodate additional students above the maximum enrollment should be communicated within a timely manner from the deans in order to allow students to be added by the **first day of class**.

In situations where there may not be enough time to accommodate additional students by the first day of class, faculty members are advised to decline such requests or engage in dialogue with their respective deans to explore alternative solutions.

As a reminder, pay for additional students can only be processed when either requested by their dean or with prior approval from their dean.

We want to express our gratitude for your patience and cooperation throughout this process. Your commitment to our students and the academic community is truly commendable, and we are confident that together, we can continue to uphold the standards of excellence that define our institution.

If you have any questions or require further clarification regarding the procedures outlined in SGP 713, please do not hesitate to reach out to Kelley Engle, grievance@haccea.org.

Election Update

A mistake was made in reporting the election results.

- Gina Bowers was re-elected to serve on the Grievance Committee.
- Diane Mummert was newly elected to serve on the Representative Council.

Our apologies for the confusion—and thank you both for representing!

A Message for You from the Negotiations Committee

The HACCEA Negotiations Committee has a slate of meetings scheduled with management over the summer. Please regularly check your personal email in case feedback is needed from the membership regarding contract negotiations.

Board of Trustees Meeting: May 14, 2024, at Noon

We invite you to attend the meeting of the Board of Trustees. You can attend in-person at Ted Lick 114, or via Zoom: <https://hacc.zoom.us/j/94276531852>.

What Are You Waiting For?

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>) 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

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