

HAWK FACULTY UNITED

HACCEA UPDATE

8/21/23

Wait... What the Heck?

According to the June consent agenda of the Board of Trustees, **17** individuals from Classified, Professional, and Administrative constituency groups were given raises ranging from \$5,863 to \$22,119: [Board of Trustees' Consent Agenda](#).

This raise is **not** part of the 3% that all employees—**excluding faculty**—were given. Not one question was raised by any member of the Board of Trustees; and, since HACC refuses to adhere to the Sunshine Act and open the Finance Sub-Committee to the public, neither the Association nor the public has any idea what warranted the increases other than *some* title changes.

We are pleased that HACC is recognizing that investing in the “Human Capital” of the College is a priority; however, HACCEA believes the same or greater investment in the faculty must occur as the Faculty are the most important aspect to the College’s overall success.

What Has HACCEA Been Doing?

HACCEA has been very busy working on behalf of HACC faculty members. To date, 1 lawsuit ([Press Release](#)), 1 Unfair Labor Practice, and **16** grievances, have been filed against HACC. Two grievances have resulted in financial settlements for the faculty members in question, and several other grievances have been resolved in favor of HACC faculty.

To see a list of grievances filed, please click here: [X](#).

So... What Are You Waiting For?

Join the union *now* at www.psea.org/enroll to attend our **Special Members Only Bargaining Update meeting August 23rd, 6-8pm via Zoom.**

Some things you 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 '22-'23 academic year were just \$40/year for full time and \$10/year for part time/adjunct faculty. Dues can be paid in installments. If a faculty member joins now, the '23-'24 local dues start being collected mid-October.
- 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](#).
- **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).**

Are You Paying Attention?

Faculty members are asked to watch their enrollments. If classes get cancelled at any number above 9, please screenshot and send to Kathy or hfu@haccea.org.

Have You Heard?

The Negotiations Committee met with HACC on June 28, 2023, at 10am. Additional meetings are scheduled for July 12 and August 2.

Come Visit Us...

We will be hosting a table at Week 0 on Tuesday, August 22nd at the York Campus Cytex Building from 9am to 3pm. Please visit us and grab your HACCEA and PSEA swag.

Also, Look for our HACCEA tables on campuses throughout the academic year.

Then... COME JOIN US!

Join us (members and non-members are welcome) at **Cheddars** ([1340 Toronita St, York, PA 17402](https://www.cheddars.com/locations/york-pa)) **from 3-5pm** for free appetizers on Tuesday, August 22nd (5 minutes from York HACC).

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President HACCEA

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