

# HAWK FACULTY UNITED

HACCEA UPDATE

2/10/23

## Collective Bargaining Agreement Next Steps

As noted in our previous update, the negotiations committee submitted a draft collective bargaining agreement (CBA) to HACC administration on January 23, 2023. This draft was about 130 pages in length. It's important to note that while having a draft seems like some finality, that is not the case. It is the true start of negotiations.

HACC administration has requested a previously scheduled meeting for Wednesday (2/15) be postponed to allow them more time to review the draft CBA. They are going through the draft section by section, line by line, and we consider this to be a positive request. Getting our first contract correct is vital for our College and due diligence is important from all parties.

We will press for a rescheduled date since getting this contract resolved and ratified sooner rather than later will help establish the stability and consistency we need. Once we have that date, we will inform all faculty.

Crystal Scheib, the part-time faculty co-chair of negotiations, and Amy Withrow, the full-time faculty co-chair of negotiations, will be holding by-weekly open Zoom sessions on Fridays. The first one will be held **Friday, 2/10, at 3pm** (<https://us02web.zoom.us/j/8241513228>).

In these open Zoom sessions, exact details of the negotiations will not be discussed; however, the co-chairs will be available to clarify the process, answer questions about next steps, listen to feedback and suggestions, and simply be available to ensure these important next steps are as transparent as possible without harming the negotiations process itself.

## **General Membership Training—All Faculty Welcome!**

Please join HACCEA for a General membership training on one of the following dates below. The presentation will cover some “do’s and don’ts” as a rank and file member of the Association, the Role of your Union Rep when it comes to meetings with management which may be disciplinary, and how to provide your concerns regarding possible violations of status quo or other concerns to the Union leadership. Last we will explain the flow of information from the members to the reps to the officers and back. The goal of the presentation is to ensure that everyone understands that they now have multiple individuals working for the Union and how you can access assistance if needed. The presentation will last no more than 1 hour.

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**2-22-23: 6:30pm—7:30pm**

Registration Link: <https://us02web.zoom.us/meeting/register/tZlof-grqjljHtcrMScXAr4Q5AOk3uDgCgSat>

Upon registering, a Zoom link will be sent to your email.

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**3/2/23: 7:00pm—8:00pm**

Registration Link: <https://us02web.zoom.us/meeting/register/tZwvf-yorzktGtRRNNH1m4-CaVJDzD4hV1Qx>

Upon registering, a Zoom link will be sent to your email.

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**3/9/23: 12:00pm—1:00pm**

Registration Link: <https://us02web.zoom.us/meeting/register/tZEtc--srDkjGdMCspsNzQI1HEkdzEAUf15i>

Upon registering, a Zoom link will be sent to your email.

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**3/21/23: 2:00pm—3:00pm**

Registration Link:  
<https://us02web.zoom.us/meeting/register/tZUqfu2hrDwvGdUS0DuBN4VhI7sVRWT6vJV0>

Upon registering, a Zoom link will be sent to your email.

## **Save the Date: Spring Members-Only Meeting**

There will be a Members' Only Zoom meeting on Wednesday, April 19, from 6-7:00pm.

## **HACCEA's Spring Election**

The election will be held in April/May. Details about nominations and election timelines will be coming soon. election will be held in April/May, details about nominations and election timelines will be coming

## **The Benefits of Membership**

PSEA membership offers many benefits in the way of discounts and more. These opportunities can easily offset the costs of dues (once those are officially set). Therefore, please see what benefits you are entitled to with membership: <https://www.psea.org/for-members/member-resources2/member-benefits/>. These benefits include financial and personal services, special and discount programs, and health and wellness programs.

Given this and, of course, for other reasons, HFU aka HACCEA encourages you to sign-up for union membership as soon as possible. Membership will provide legal representation for individual work-related grievances as well as work-related issues that affect us all, like the current ones related to tenure, promotion, and earned-wage increases. Keep in mind that NO PSEA/NEA dues will be collected until the first contract has been successfully negotiated; HACCEA's Representative Council which was elected in September determined nominal local dues. FT Faculty local dues at \$40 per year, and PT/adjunct local dues are \$10 per year.

Please consider signing up for membership [here](#). An instructional video for the sign-up process can be found [here](#).

For membership type, adjunct faculty should select "¼ year" and full-time faculty should select "annual."

Kathy L. Sicher, LSW, MHA

President HACCEA

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