

# HAWK FACULTY UNITED

HACCEA UPDATE

9/29/23

## Join Us: Rally for Our Rights!

Click on Image to RSVP!



**SAVE THE DATE:**  
**RALLY FOR OUR RIGHTS!**  
HACCEA: HACC'S FACULTY UNION

**WHEN:** Wednesday October 11 from 11:30-1:00  
**WHERE:** PA State Capitol- front steps  
**WHO:** Supporting remarks from national and state elected representatives starting at noon.

**Rally for HACC Faculty's Union Rights · PSEA**  
mobilize.us

Should you be interested in organized-transportation from the Harrisburg or Lancaster campuses, please fill-out this form: [Transportation](#).

## 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!

## **Members-Only Meeting on October 24, 6pm-7pm**

**ALL** members are invited to attend the bi-annual meeting of HACCEA members. Updates will be given on a variety of topics.

Join Zoom Meeting

<https://us06web.zoom.us/j/83379762004?pwd=j5fhka5aAIXVT8EMfmnboBMe11EuLj.1>

Meeting ID: 833 7976 2004

Passcode: 555156

## **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 '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 in 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](http://www.psea.org/enroll). Select “annual” for membership type (full-time) or ¼ year (part-time/adjunct).**

*Kathy L. Sicher, LSW, MHA*

*President HACCEA*

HACCEA Email: [president@HACCEA.org](mailto:president@HACCEA.org)

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