



## **Negotiations Update**

The HACCEA negotiations team continues to meet with HACC management this summer. Originally, there were two dates scheduled this summer. We are pleased to announce that number has recently increased.

Here is a brief summary:

June 18<sup>th</sup> Full Negotiations – this was not a helpful or productive meeting, unfortunately.

July 9<sup>th</sup> Full Negotiations – this meeting was much improved. HACCEA presented a deeper dive into the financials we are proposing and why we are being reasonable, fair, and responsible in our asks. In addition to finances, two of the twelve outstanding sticking points were discussed.

July 24<sup>th</sup> New Small Group Meeting – a small group meeting is being convened to discuss retrenchment (furlough) and recall. This is an important topic, and we are currently not in agreement on several key factors regarding this topic. This contract is about more than money; it's also about transparency and fairness in decision making that affects our jobs.

August 11<sup>th</sup> New Full Negotiations – the topic will be solely focused on the financial topics in the draft.

September 10<sup>th</sup> and 11<sup>th</sup> New Full Negotiations – we will conduct all-day, in-person negotiations.

We know negotiations have been going on for too long. However, our negotiations team is committed to getting a contract that is fair and transparent. This is vital for all collective bargaining contracts, but it is particularly vital for this first contract.

Due to our unionization, faculty are, thankfully, no longer working in a place where management has all the power. We cannot express how important that is during these changing times, and we sincerely thank you for your support.

Be assured, our team is doing everything in its power to get us to an agreement on this contract.

## **HACCEA's Rebuttal to ABC27 Article**

On July 9, 2025, ABC27 published a news article titled "HACC says union 'created a Roadblock' as negotiations continue": [Link](#).

### **Let's Talk About the Facts:**

While HACC notes a proposed 9.1% raise in the first year of the faculty contract, this "raise" is simply bringing faculty "up" to the raises the rest of the staff and administration has received over the last three years--which faculty did not receive—with .1% for compounded interest.

HACC's offer of a 3% increase over the next two years of the contract is simply what staff and administration have been getting for each of the past 3 years... however, HACC has also reclassified many of the staff and administrative positions **resulting in significant wage increases** above the 3% standard raise.

HACC faculty are down 83 full-time positions since Fall 2018. On the contrary, HACC's highest paid administrative/professional ranks are up 33 full-time positions.

Student tuition has increased each year of the last three years even though faculty were not given any raise. Faculty are asking why HACC has a **78-million-dollar fund balance**.

Dr. Ski has been awarded a **5% bonus** for academic year 24-25 and a **6% bonus** for 25-26 **on top of the 3% raise** given to the rest of the staff and administration. His last reported salary from the HACC Foundation website was **\$306,027 plus an additional \$50,170**... all while faculty have had no raises, and students have had tuition increases.

The article reports that HACCEA proposed the \$5,000 "signing bonus." This is not really a signing bonus. It's an attempt to correct the missing faculty pay over the past three years.

HACCEA agreed to abide by a neutral fact-finder report in October 2024; HACC management **did not even bother to vote** on it.

HACCEA proposed voluntary binding arbitration in June 2025; this too was **rejected** by HACC management.

The bottom line is that HACCEA has proposed solutions to resolve this contract impasse in a fair manner that is fiscally responsible. After **38 months of bargaining**, our patience is running out.

## **Grievance/Bargaining Unit Updates\***

\*HACCEA has limitations in sharing information about grievances. This is especially true for personnel matters, as members who have been represented in a grievance process may be uncomfortable sharing certain details. The terms of any legal resolution reached during the process can also be a factor as many settlements contain confidentiality agreements.

The hearing regarding HACC's request to remove the department chairs from the bargaining unit has been rescheduled to September 12, 2025.

Grievance #9 of 2024-2025, a personnel matter grievance, has been settled and the Unfair Labor Practice regarding a violation of Weingarten Rights for this grievance has been cancelled.

## **Committee Members Needed**

An adjunct union member from the School of Science and Mathematics is needed for the Negotiations Committee.

Adjunct union members from the School of Science and Mathematics and the School of Public Service are needed for the Grievance Committee.

Three at-large adjunct union members are needed for the Representative Council.

To volunteer, please fill-out this volunteer form: [Link](#).

## **HACC Faculty... The Time Is Now!**

The purpose of HACCEA, your faculty union, is to advance educational integrity, to protect and cultivate the professional interests of our faculty, and to promote the educational welfare of our students, and by extension, the college and community it serves. Part of this purpose includes the important work of our Outreach Committee.

Since we unionized in April of 2022, the Outreach Chair and Committee have been quite busy promoting membership, conducting elections/votes/surveys, and communicating HACCEA news to the faculty and the community.

The chart below represents the work specifically of our Outreach Committee.

| Academic Year    | Newsletters | Press Releases | Elections/ Votes/ Surveys | Right to Know Requests | Members' Meetings | Rallies/ Protests |
|------------------|-------------|----------------|---------------------------|------------------------|-------------------|-------------------|
| <b>2021-2022</b> | 11          | 3              | 2                         | 0                      | 0                 | 1                 |
| <b>2022-2023</b> | 21          | 1              | 5                         | 2                      | 5                 | 2                 |
| <b>2023-2024</b> | 21          | 6              | 2                         | 3                      | 4                 | 2                 |
| <b>2024-2025</b> | 18          | 4              | 7                         | 3                      | 8                 | 3                 |

This work is **on top of** countless mailings sent and buttons/swag/posters designed, made, and distributed to YOU.

We are working around the clock for OUR union. We are hopeful for the future. If you are a member, THANK YOU. If you are not, now is the time to become a member and make your voice count. What are you waiting for? **Join HACCEA now!**

In Solidarity!

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