



Negotiations Update

The HACCEA negotiations team met with HACC management on 6/18/2025. Minimal progress was made. For the next meeting on 7/9/2025, the state mediators assigned by the PLRB (now 2) will take a more active role moving forward.

Also, the negotiations team and executive council would like to hear from you, our union members. We represent you, so your feedback is important. Please complete this very short survey regarding the strike authorization interest survey that was taken a few weeks ago: [Link](#).

The negotiations team will continue to work hard this summer to make progress toward a fair and reasonable contract.

Strike Authorization Interest: Survey Results

As an update for all Bargaining Unit members, a survey was sent to all HACCEA members to gauge the level of support to hold a Strike Authorization Vote. We set the threshold to move forward at 85% (in agreement).

The vote came in at 81% in favor of a strike authorization vote. Therefore, we will not, at this time, hold a formal Strike Authorization Vote. Our plan will be to move forward with negotiations over the course of the summer.

We will, if necessary, revisit this again in August pending the progress made (or not made) this summer with negotiations.

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, is being sent to arbitration. The tentative date for the arbitration is October 2, 2025.

A separate Unfair Labor Practice regarding a violation of Weingarten Rights for this Grievance has also been filed.

Leadership 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.

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 Grievance Committee.

Since we unionized in April of 2022, the Grievance Chair and Committee have been quite busy moving things through the [Grievance process](#). HACCEA Representative Council members have also “repped” many faculty members in meetings with their supervisors that often resulted in not needing to move to Step 1 of the process. That, of course, is the ideal outcome.

For those issues that did result in moving through any of the stages of the process, the chart below represents the work specifically of our Grievance Committee.

Grievance/ULP (Unfair Labor Practice) Summary by Year				
Academic Year	Total	Resolved	In Abeyance	Currently in process

2022-2023	16	15	1	
2023-2024	10	9	1	
2024-2025	9	6	2	2

Over the past three academic years, the union has supported faculty through a range of grievances that reflect violations of status quo practices and broader issues of shared governance. While we are unable to share specifics of each grievance, common grievance themes include

- improper faculty hiring or assignment practices,
- violations of scheduling procedures,
- lack of transparency in administrative decision-making, and
- unilateral changes to advising, workload, and committee roles.

Numerous faculty members were also represented in situations where administrative decisions had the potential to impact their continued employment at the college.

In addition to individual cases, several class action grievances were filed to uphold collective faculty rights, including

- access to governance and budget meetings,
- fair treatment in leadership compensation, and
- the safeguarding of confidential roles like ombudspersons.

While some cases have been resolved through mediation or mutual agreement, others remain in abeyance, pending further developments or contingent on future administrative decisions. These cases underscore the importance of active union representation in defending faculty roles and maintaining institutional accountability during this period without a formal contract.

We are working around the clock for you. 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!

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