

HAWK FACULTY UNITED

HACCEA UPDATE

09/15/22

Violations of SGP 601 - Credit Enrollment, Withdrawals, Attendance, and Refund

We have heard your concerns about students being added to your classes after classes have begun--without your permission. Union leadership is currently addressing this issue with the College. We have collected evidence to present to the College in regards to this issue; but, we invite you to also submit additional evidence to FTVP@haccea.org to further our case.

Work on Behalf of HACCEA/HFU

Union leadership is hard at work on your behalf. The Executive Council has met weekly since they were elected in May; the Negotiations Committee has been meeting every other week since being elected in May and are hard at work to draft our first collective bargaining agreement.

The newly elected Representative Council will be meeting for the first time on September 22; and, a time is currently being arranged for the first meeting of the Grievance Committee.

We will be maintaining a calendar of meetings at www.haccea.org.

Additional Information on Union Work vs. College Work (from Legal Counsel)

An employer may prohibit workers from talking about nonwork issues in work areas during work hours. **However, a company that chooses to adopt this type of rule may not single out union conversations for discipline**, either in its policy or in the way it enforces the rule. In other words, an Employer can prohibit extraneous

conversation, but may not prohibit only union discussions while allowing employees to talk about anything else they wish.

Companies **MUST** allow employees to talk about union matters during nonwork hours in nonwork areas (for example, during lunch in the employee lounge or company break room). Union conversations may be prohibited in work areas during nonwork hours **ONLY IF** such a rule is necessary to maintain productivity and the rule applies to **ALL** nonwork topics.

Fundamentally, an attempt by an employer to discipline an employee is almost certainly going to be based not on the "type" of conversations happening during work but rather upon "what" productivity should have been occurring when the conversations were happening. In other words, the employer will most likely assert the justification for discipline as "discipline for the 'work' that did not occur which **should have** during the period of the 'nonwork' conversations."

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 may, however, determine nominal local dues.

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."

Zoom Templates

Please visit the "Resources" tab on <https://www.haccea.org/resources> to download Zoom templates for our organization.

In Solidarity,

Hawk Faculty United

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