



In this Issue:

- **Action Items:** PSEA House of Delegates Election and Upcoming Members-Only Meeting
- Negotiations Updates
- Grievance Updates
- Who Do You Call?
- Member Spotlight
- A Special Thanks
- Follow Us

Action Items:

1. Come to our members-only meeting Monday, September 15 at 6:00 pm via Zoom. Members will receive a zoom link at their personal email addresses.
2. Elect our delegate representatives for the PSEA House of Delegates. The election will run from Monday, 9/8 at 9am until 5pm on Tuesday. Ballots will be sent to personal email addresses on Monday morning; please check spam folders.

Negotiations Updates

Our negotiations team continues to work diligently, both in and outside of formal negotiations meetings, to get us a fair contract. They will attend all-day, face-to-face meetings with administration representatives on September 10th and 11th and hope to make good progress in those discussions. They will update us at our members-only meeting on 9/15 at 6 pm.

Grievance Updates

- The hearing regarding HACC's request to remove our department chairs from the bargaining unit has been rescheduled to November 19, 2025.

- Grievance #25-26-01 (Practicum Pay): A practicum course is being compensated at the “low enrollment” rate, which violates the established status quo. This grievance is proceeding to arbitration (date TBD).
- Grievance #25-26-02 (Course Cancellation): A course with 10 students was cancelled for low enrollment, despite the status quo setting the minimum at 9. This grievance is currently at Step 1 of the Grievance/Arbitration procedure.

[Information about our Grievance/Arbitration procedure can be found here](#). This is in place until a Collective Bargaining Agreement (CBA) is reached.

Who Do You Call?

Important reminder: according to the terms of our Grievance/Arbitration agreement with the college (see above), bargaining unit members have 10 business days to file a grievance. Should you experience something that you think is a violation of our status quo agreement, reach out to a member of the grievance committee asap. Grievance committee volunteers can be found here: <https://www.haccea.org/leadership>

If you're asked to attend a meeting and are concerned about the nature of the meeting (such as potential complaints or disciplinary discussions), please bring a union representative. Our representatives are trained to observe, and their presence in the meetings can be enough to remind administrators of the power of our union. Volunteers serving on our representative council can be found here: <https://www.haccea.org/leadership>

Member Spotlight

Our power is in our numbers, and volunteers on our outreach committee have been doing their best to get new members. Recently, handwritten letters have been mailed, emails were sent, and postcards were placed in mailboxes of new faculty *and* some existing faculty who aren't yet HACCEA members. These are some of the examples of what our new membership coordinator, Alfred Siha, has done to try to grow our numbers.

However, we know that one of the best recruitment tools is simple conversations with trusted faculty members. If you're willing to reach out to a non-member (such as someone with an office in your building, or someone in your discipline) to have a friendly conversation about the benefits of union membership, please keep an eye out for more information about how you can help.

A Special Thanks

As we wrap up the 2024-2025 terms of service, we want to thank those faculty who volunteered their time to serve our union - to serve US - during this time. This year on our leadership team we have some new faces. Many won elections to remain in the roles they held last year. Some were elected into new roles. Some stepped back to take some much deserved time for themselves.

Remember that work for our union is fully volunteer, and faculty can't claim union work as college service. So the work done by those on the leadership team is done because of the

care faculty have - care for our fellow faculty, care for our college, and care for our students.

A big THANK YOU to the 2024 - 2025 team, and to those who are serving (or are continuing to serve) in 2025 - 2026. Of course on our negotiations team, faculty are serving a much longer term than any of them hoped for. So, next time you see a colleague who is volunteering their time for our collective benefit, be sure to thank them.

Follow Us

Did you know that we have a private facebook group for our union members? Search facebook for HawkFacultyUnited; only members (and past members who have moved on from HACC but want to continue to support us) are allowed, so you'll need to wait for approval.

We also have public-facing socials; please like and share content as our new Social Media coordinator, Heather Katzoff, takes the reins. Our LinkTree has all our social pages, as well as a link to join if you aren't already a member: <https://linktr.ee/hawkfacultyunited>.