



Negotiations Update

The small group meetings continue to be the most productive format for negotiations.

We met on August 15th and 23rd to address the article on retrenchment and recall; both meetings were productive.

We met on August 23rd to address the article on department chairs. That, too, was a productive meeting.

Those are two notable articles of the twelve in which HACCEA and HACC management are still not in agreement. We are hopeful to go into the all-day, face-to-face meetings on September 10th and 11th with a reduced list of issues to address.

IMPORTANT: We always want to make sure we represent our faculty accurately, and we never want to be in an echo chamber. The previous surveys have been extremely helpful to us. To help us prepare for the all-day meetings in September, we are asking for your input once again. Please be on the lookout for a negotiations survey from us on Wednesday (8/27). NOTE: We delayed this survey to this week vs. last week due to the rush of 0 week.

Sincerely,

The Negotiations Committee Members

Save the Date for an Important Members' Meeting

Please save the date for a Members' Only meeting on Monday, 9/15, 2025, at 6pm via Zoom, to discuss the results of the 9/10 and 9/11 all-day in-person negotiations meetings and any subsequent next steps. More information to come.

Demand to Bargain Letter Sent

Many faculty are aware that department chairs are being asked to revise digital descriptions for courses with lab hours. Administration has cited federal regulations/Carnegie Units as the reason. While we fully respect accreditation requirements and federal laws, any changes affecting workload and/or pay are subject to bargaining. As a result, HACCEA will issue a Demand to Bargain Letter to the administration by the end of this week.

If you believe these changes will impact your workload or pay, please email grievance@haccea.org with an explanation.

Get the Compensation You Are Owed

Did you know that according to **SGP 713**, you should receive overload pay if you take-on more students than your max-enrollment? If you are teaching classes with an enrollment beyond the maximum as set forth in the Form 335 for the course and are not being compensated, please contact the Association.

Many of us get requests from students to add them to our classes. It is suggested that from now on you direct the student to your dean instead so your dean can make the written request and offer you the appropriate compensation. According to the policy, the request should come from a dean and not from students. Advisors should not be making this request or directing students to ask faculty. Please adhere to the process in **713**.

House of Delegates Volunteers Needed

The House of Delegates is the supreme policy-making body of the Pennsylvania State Education Association (PSEA). It is responsible for setting the direction for the entire organization, with delegates representing local associations from across the state.

Some of the roles and responsibilities of this body include creating policy, electing leadership, passing new business items, setting the legislative agenda, representing local associations, and promoting ethical standards.

If elected, you will be expected to attend the House of Delegates meeting on December 5-6 and May 8-9. Both meetings will be held at the Sheraton in Philadelphia.

If you are interested in running for one of the 4 spots, please sign-up here: [Interest Form](#).

HACC Faculty... Start Your Year Off Right!

As we start a new academic year, the purpose and the power of HACCEA, your faculty union, has never been clearer. We are stronger when we work together.

If you care about your students,
If you care about our institution,
If you care about your colleagues,
If you care about your work...

[Join HACCEA now.](#)

If you have questions, contact membership@haccea.org.

In Solidarity!

HACCEA Email: president@HACCEA.org

HACCEA Website: www.haccea.org