



Negotiations Update

The HACCEA negotiations team continued to meet with HACC management this summer.

Here is a brief summary:

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

July 9th 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 24th Small Group Meeting #1 – Topic: Retrenchment (furlough) and recall.

August 11th Full Negotiations – this topic focused on HACC management's response to HACCEA's financial presentation.

August 15th (NEW) Small Group Meeting #2 – Topic: Retrenchment (furlough) and recall.

August 22nd (NEW) Small Group Meeting – Topic: Department chairs.

September 10th and 11th Full Negotiations – we will conduct **all-day, in-person** negotiations. These should be substantial meetings.

REQUEST: To ensure we continue to understand the priorities of our membership, please complete a short survey that will be sent on Wednesday, August 20. This survey will be a Likert scale regarding the remaining topics being negotiated.

Be assured, our team is doing everything in its power to get us to an agreement on this contract. The progress is slow, but we are making some progress on the outstanding 12 issues.

We stress how important the meetings on September 10th and 11th will be in determining next steps for our union members. We will provide a timely update after those meetings.

Sincerely,

The Negotiations Committee Members

Faculty Social: Tuesday, August 19

PSEA and HACCEA invite **ALL** faculty to join together at the Macaroni Grill, 2531 Brindle Dr, Harrisburg, PA 17110, for light appetizers and fellowship.

The social will be at 2:30pm, although we expect that most people will attend the last Week 0 session sponsored by our fabulous library faculty which concludes at 3pm.

Drop by and enjoy some fun time with fellow faculty members.

A Message from the Grievance Chair

All faculty are asked to watch enrollments in their assigned classes. Under status quo, the minimum class size is 9 or more. Courses should not be cancelled or combined ("consolidated") if they meet the threshold of 9 students.

Consider taking screenshots of your class enrollments if they meet this threshold. Please notify HACCEA immediately if you notice any violation of status-quo: grievance@haccea.org.

Committee Members Needed

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... 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 more clear. 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