

Strike Pay

On December 26 and without warning, several faculty members lost a considerable amount of pay because of how managers calculated two days of strike pay. The deductions occurred a month after the strike and without notice. The timeline of events is as follows:

- Faculty went out on strike on November 3 and 4.
- On November 28, full-time faculty received two days of pay deduction.
- For the next pay check (December 12), no faculty received pay deductions.
- On December 22, faculty began receiving bank notifications that their December 26 direct deposits would be reduced.
- On December 22, HACCEA reached out to managers for more information, requesting the methodology for the calculations. HACC managers responded that they would reply to our inquiry “after the break.”
- On January 5, HACC managers and faculty returned to work after the break.
- On January 8, HACC managers responded with the methodology, which indicated the following:
 - Faculty who taught Monday/Wednesday or Tuesday/Thursday classes were penalized for one day of pay.
 - Faculty who taught online asynchronous classes (virtual: No set class meetings) lost two days of pay.

Thus, a faculty member who taught two late-term Virtual classes normally received a two-week pay of \$1132. Two days of striking reduced the pay to \$577.