

Subject: Union Update Nov.3, 2025

Greetings, faculty colleagues.

The College has been informed a strike will begin on Monday, Nov. 3, 2025. **All full-time and adjunct faculty who decide to strike will not be compensated while they are on strike and may lose access to many of their benefits, including health insurance.**

All full-time and adjunct faculty must complete an [attestation](#) form - accessible through their HACC email - to confirm that they are fulfilling their normal job responsibilities. Faculty who do not complete this form will not receive pay during the strike period.

We respect the rights of our faculty to express their concerns and to participate fully in the collective bargaining process, including engaging in a lawful strike. However, we are disappointed that this action will create disruption for our students - the very individuals that we are all here to serve.

Employees who wish to serve as substitutes during a strike will be compensated accordingly and are asked to complete the [survey](#) using their HACC email.

The College remains steadfast in its commitment to achieving a fair and fiscally responsible contract. HACC's proposals are grounded in the following guiding principles:

1. Prioritizing student success
2. Supporting the affordability of its offerings
3. Providing all employees with comparable benefits
4. Increasing wages for all employees while ensuring fiscal stability, as outlined in the [College's strategic plan](#)

For additional information, please:

- a. Visit the [webpage](#) for unionization updates and the College's response to recent activities
- b. Review these [frequently asked questions](#)
- c. If you have any immediate questions or need additional information, please submit via the [HACC Feedback Form](#)

With respect and appreciation.