

Subject: Update: Collective Bargaining Friday,
Date: October 31, 2025 8:17:53 PM

Good evening, colleagues.

The union representing our credit faculty may soon announce its intent to strike. While the College fully respects the rights of faculty to express their concerns and to participate in the collective bargaining process, including engaging in a lawful strike, we would be deeply disappointed if such an action were taken. A strike would create unnecessary disruption for our students—the very individuals we are all here to serve—and would undermine the shared commitment to their success that defines HACC’s mission.

The College remains steadfast in its commitment to achieving a fair, equitable, and fiscally responsible contract. We have consistently negotiated in good faith and remain willing to continue doing so. It is therefore disappointing that the union has not accepted our most recent proposal, which offers a competitive compensation package and excellent working conditions that support both our students and employees.

Our proposals are grounded in the following guiding principles:

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

We recognize that this situation presents unique challenges. Therefore, your role in maintaining operations and supporting our students during this time is critically important and deeply appreciated. The College is fully committed to maintaining academic and operational continuity to uphold our commitments to students and their supporters.

Please note:

- Full-time and adjunct faculty who choose to strike will not be compensated for the duration of the strike and may lose access to certain benefits including health insurance. The college is collecting information on employees willing to serve as substitute instructors during the strike and we are encouraged by the number of instructors who have completed the form. Those who serve will be compensated accordingly. **To volunteer, please complete the [survey](#) using your HACC email account.**
- Non-union employees are expected to report to work as scheduled.

For additional information, please:

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

We will continue to share updates as new information becomes available. Thank you for your professionalism and continued commitment to HACC's students and mission during this challenging time.

Thank you.
