

**HARRISBURG AREA COMMUNITY COLLEGE EDUCATION ASSOCIATION (HACCEA)
NEWS RELEASE**

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**HACC AND FACULTY FAIL TO REACH AN AGREEMENT THURSDAY NIGHT
*HACCEA strike still on***

HARRISBURG, PA (Oct. 30) – Harrisburg Area Community College (HACC) and HACCEA faculty failed to reach an agreement after another round of failed bargaining sessions Thursday night.

After more than six hours of bargaining Thursday night, some progress was made, but not enough to avert a strike.

Despite meeting at their behest, college negotiators continued their union-busting tactics. They continue to present an economic proposal that ignores the past two years of status quo and offers no retroactivity. They also continue to include language in the management rights and retrenchment rights sections of their proposal that would prevent the union from filing a grievance.

In an effort to reach an agreement, HACCEA negotiators handed administrators an alternate proposal, which modified remaining working-condition items and proposed an economic package to address some of the college's concerns.

This proposal asked for full retroactivity along with an increase of 3 percent for 2023-24, 2024-25 and 2025-26 – the same amount that the Board of Trustees budgeted and approved for all college employees. Faculty members are the only employees who were denied those budgeted raises. Faculty negotiators also offered to add another year to the proposal with a 3-percent raise for the 2026-27 academic year.

The college rejected this proposal, standing by its position of no back pay for 2023-24 and 2024-25 – demonstrating yet again that this is not about anything other than punishing faculty for unionizing.

“The administration still refuses to present us with an agreement that we can accept,” said Amy Withrow, an English professor and HACCEA’s chief negotiator. “HACCEA is offering a reasonable, affordable and common-sense agreement. The college knows what it will take to get this done. But last night, the college still failed to address basic and reasonable asks from the union.

“Unfortunately, we have no choice but to continue our plans to strike,” Withrow said.

Thursday night’s negotiations come on the heels of Tuesday night’s seven-hour session, which went on until 1:15 a.m. On Tuesday, negotiators only reached an agreement on

intellectual property, department chairs and to return to the 'status quo' regarding rank/promotion.

Under PA Act 195, HACCEA does not have to give the college advance notice of where and when it will strike. Students, parents, and other stakeholders should go to HACCEA.org for more information.

Two hundred faculty members, students and community members turned out at a rally before Tuesday's negotiations to send a message to President John "Ski" Sygielski and the college that "Enough is Enough," decrying their union-busting tactics and telling them put forth a fair and equitable proposal now.

Under HACCEA's last two proposals, which college negotiators continue to refuse to accept, HACC would still capture close to a million dollars in attritional and replacement savings.

The Harrisburg Area Community College Education Association (HACCEA) is an affiliate of the Pennsylvania State Education Association (PSEA) representing more than 750 faculty members at HACC campuses in Adams, Dauphin, Lancaster, Lebanon, and York counties.
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