



HARRISBURG AREA COMMUNITY COLLEGE EDUCATION ASSOCIATION (HACCEA)

NEWS RELEASE

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HACC FACULTY VOTES TO AUTHORIZE STRIKE

HARRISBURG, PA (Oct. 2) – Today, Harrisburg Area Community College (HACC) faculty voted yes to authorizing a strike by 93 percent.

The vote to authorize a strike by HACC Education Association members follows on the heels of last week's rejection of the college's contract proposal. The vote was 91 percent against accepting the proposal.

The vote now gives HACCEA's elected executive committee the authorization to call a strike when it deems necessary. Under Pennsylvania's Act 195, the committee may call a strike at any time without notice.

Two negotiation meetings with the college are scheduled for Oct. 6 and Oct. 28.

"A strike is nothing that we, as faculty, take lightly. We did everything possible to avoid this strike authorization vote, as is evident by how long faculty have been without a contract" said Amy Withrow, the chief negotiator for HACCEA.

HACC faculty has not received a pay raise in three years. Meanwhile, other staff and administrators have received a 3-percent salary increase in 2023-24 and 2024-25 and a 3.86 salary increase overall for 2025-26.

The administration's rejected proposal called for a 9-percent salary increase for full-time faculty in the first year of the contract. However, because of the past salary freezes, the offer does not make up three years of lost wages.

According to the college's most recent "Audited Financial Report" year ending June 30, 2024 (which can be found on the College's website), HACC has an unrestricted fund balance of more than \$78 million. The next report is due the beginning of November for the period ending June 30.

The college's proposal has virtually no improvements to any working conditions as compared to what is currently in place under status quo. In fact, the current proposal represents a decline in what is currently afforded them under status quo.

Their proposal overly restricts the union's right to file grievances, limits faculty's professional rights regarding academic freedom and intellectual property, actually scales back rights and benefits that faculty presently have under status quo, and omits articles dealing with topics such as advising and professional development, which are working conditions directly related to faculty evaluations.

"Faculty, staff, and administrators all share the goal of providing excellent education and service to our communities. A strong contract is not about one group 'winning.' Rather, a strong contract ensures that the people who teach and support students every day have a fair voice in the conditions that make learning possible," Withrow stated.

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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