

Greetings, colleagues.

On Sept. 17, 2025, the College presented an updated contract proposal to the union. The College has continued to bargain in good faith and we are as interested in a fair contract as the union. Below are the key elements offered by the College in seeking to reach a fair contract:

Year 1 for the union to choose either:

- a) increase full-time faculty base pay by 9.28% and increase the full-time faculty overload and adjunct rate to \$1,374 by moving tiers one and two to the tier three wage, or
- b) increase full-time faculty base pay by 9.1% and increase the full-time faculty overload and adjunct rate to \$1,400 by moving current tier one, two and three to a new higher rate

Year 2: 3% increase for all full-time and adjunct faculty

Year 3: 3% increase for all full-time and adjunct faculty

In addition, the College has offered:

- Minimum base salaries for full-time faculty will be increased each year of the contract
- An increase from \$1,150 to \$2,000 will be added to base salaries for promotion in rank before annual increases are applied
- Shortening the tenure-track process from five years to four years
- \$100 payments for administrative requests for incomplete grades per student for adjunct faculty
- Healthcare savings (HSA) contributions by the College of \$1,500 for individuals and \$3,000 for families for full-time faculty
- College paying 100% of premiums for the standard dental and vision insurance plan for individuals and their families for full-time faculty

We are grateful for the dedication, talent and contributions of every member of the College. HACC is committed to serving its communities through mutual respect, honest dialogue and a shared sense of purpose.