

Subject: Unionization Update -- 11.4.25 Tuesday,
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Update on the HACC Faculty Union - Nov. 4, 2025

Greetings, HACC students.

I am aware of how stressful this week has been for all of us - especially our students.

Following are updates on the [HACC faculty union](#).

Committed Faculty Members and Other Instructors

Although the faculty strike was not the resolution any of us desired, we remained committed to negotiating in good faith and seeking a path forward that honors our faculty and students. Throughout this challenging period, many faculty members remained steadfast in their commitment to teaching to ensure our students' learning continued uninterrupted.

We are also deeply grateful to the many qualified instructors from HACC and other regional colleges who stepped forward in solidarity with our students, ensuring that classes and academic progress remained on track. Their professionalism and dedication reflect the very best of the HACC community.

Faculty Members' Return to Work

The College was notified on Nov. 4, 2025, at 4:05 p.m. by HACCEA that they are suspending their strike as of 11:59 p.m. on Nov. 4. (The HACCEA is the union that represents the faculty employed by HACC). According to the notification, all faculty will return to work on Nov. 5, 2025. A copy of the email is

available [online](#).

Unfortunately, a faculty member informed a HACC administrator that if the College does not give in to the union's demands during contract negotiations on Nov. 5, the faculty members will strike again beginning on Nov. 6. The College will be extremely disappointed for our students if the information we received from the faculty member turns out to be accurate.

Access to the Online Learning Management System

HACC is committed to ensuring all students have continuous and uninterrupted access to the learning technologies and materials funded by their tuition and fees. This includes integrated systems such as ALEKS, third-party learning labs and e-textbooks.

These resources are essential components of the student academic experience and a direct result of their financial investment. Therefore, faculty are directed to not restrict or block student access to these technologies within the D2L learning management system at any point during the semester - as some faculty members did before and during the strike.

Our goal is to provide a consistent and reliable learning environment that fully leverages the institutional resources purchased for student success.

Dropping, Adding or Withdrawing from HACC Classes

The College is adhering to its [published information on dropping, adding or withdrawing classes](#). This webpage also includes information about refunds. It is within a student's rights to withdraw from their class and earn a "W" grade. If changes to the policy occur, we will notify all students accordingly.

Highly Inappropriate Behavior by Some Faculty Members

It pains us to have to disclose what the College believes to be highly inappropriate behavior demonstrated by some HACC faculty members. However, in the spirit of transparency, we must.

Before and during the strike, some faculty members:

1. Used paid instructional time to discuss union-related issues instead of

- using that time to teach our students
2. Told students they (students) were not able to submit their course work.
 3. Changed the names of exams in D2L courses to “Fair Contract Now” and “Enough is Enough”
 4. Deleted content from D2L courses
 5. Deleted library guides that support student learning
 6. Shut off and/or restricted students’ access to e-textbooks
 7. Shut off and/or restricted students’ access to publisher materials
 8. Hid textbook access that students paid for
 9. Deleted student access to learning materials paid for by students
 10. Told students not to attend their (students) classes
 11. Told students to not participate with any substitute instructors
 12. Told students to not complete work given by substitute instructors
 13. Told students to undermine substitute instructors and question the substitute instructors’ credentials

HACC Board of Trustees Meeting on Nov. 4, 2025

The HACC Board of Trustees met on Nov. 4, 2025, for their monthly Board meeting. The meeting was held via Zoom. The Board had a quorum present and conducted the meeting business as usual. The Board chairman then called for an executive session to discuss personnel and real estate matters. When the Board goes into an executive session, that portion of the meeting is closed to the public, per Section 708 of the PA Sunshine Act. Members of the HACC Board of Trustees and the appropriate HACC employees remained in the executive session. Everyone else - including employees, students and guests - was moved to a breakout Zoom room.

Missteps by HACC’s Leaders

Again, transparency is very important to us at HACC. Therefore, to the extent there has been disruption in our communications to you caused by the strike, I apologize for the missteps by HACC leaders - especially me. We were so focused on identifying qualified substitute instructors and restoring students’ access to their online learning management system that we did not adequately plan for some of the disruptions caused by the strike. I am very sorry. I, along with other HACC leaders, have learned many important lessons from this unfortunate decision by the union to strike. Rest assured, we do not plan to repeat these mistakes. Again, I apologize on behalf of HACC’s leaders.

If you have any questions or need additional information, please complete and submit this online form:

www.hacc.edu/Feedback

Thank you.

Sincerely,

John J. "Ski" Sygielski, MBA, Ed.D.

Pronouns: He, Him, His ([Why Pronouns?](#))

President & CEO

HACC, Central Pennsylvania's Community College

Website: www.hacc.edu

Our Purpose: Learning for all, learning for life