

Subject: Unionization Update - Nov. 4, 2025

Greetings, colleagues.

On Nov. 3, 2025, the union representing our credit faculty commenced a lawful strike at the Harrisburg Campus, beginning at 12:01 a.m. Please see the College's statement [here](#). We respect the rights of our faculty to engage in this process. However, as always, our primary focus must remain on maintaining College operations to support our students and their education.

We recognize that this situation presents unique challenges. **Your role in maintaining operations and supporting our students during this time is critically important and deeply appreciated.**

Please note the following:

- 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.**
- Please complete [this form](#) immediately to indicate your work intentions. **If you have already completed the [attestation](#) form, you do NOT need to submit it again.**
- The College is collecting information on employees willing to serve as substitute instructors during the strike. We thank those who have volunteered and continue to be encouraged by the number of instructors who have previously 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:

- a. Visit the [webpage](#) for unionization updates and the College's response to recent activities
- b. Review these [frequently asked questions](#)
- c. Submit the [HACC Feedback Form](#) if you have any immediate questions or need additional information

The College remains steadfast in its commitment to achieving a fair, equitable and fiscally responsible contract. We look forward to returning to the bargaining table, where we will continue to negotiate in good faith. The College remains disappointed that the union did not accept our most [recent proposal](#), which includes 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 will continue to share updates as new information becomes available.

Thank you for your leadership, professionalism and continued commitment to HACC's students and mission during this challenging time.