

**From:** [Academic Affairs](#)  
**Subject:** Update on Faculty Union - Nov. 14, 2025  
**Date:** Friday, November 14, 2025 3:08:03 PM

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Greetings, HACC faculty.

The Harrisburg Area Community College Education Association (HACCEA) - the union that represents the faculty - announced their intent to strike beginning on Nov. 17, 2025. The College is preparing accordingly.

Please note:

The College is actively engaged in conversations with the union today (Nov. 14). The union may reverse their decision to strike at any point between now and Nov. 17. Please continue to check your email and [our website](#) for the most up-to-date information.

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  - a. All full-time and adjunct faculty who strike will **NOT** be compensated while they are on strike and may lose access to many of their benefits, including health insurance.
  - b. **By 11:59 p.m. on Nov. 16, 2025**, all full-time and adjunct faculty must complete an [attestation form](#), accessible through their HACC email, to confirm they are fulfilling their normal job responsibilities. Faculty who do not complete [this form](#) will **NOT receive pay** during the strike period.
  - c. Employees who wish to serve as substitute instructors during a strike will be compensated accordingly and are asked to complete this [survey](#) using their HACC email.
  - d. Non-union employees are expected to report to work as scheduled.

We respect our faculty's rights to express their concerns and participate fully in the collective bargaining process, including engaging in lawful strikes. However, this deliberate action inflicts sustained harm on our students, undermining the very education we are entrusted to provide.

The College remains committed to reaching a contract that is fair, fiscally-responsible, centers student success and aligns with HACC's core principles::

1. Prioritizing student success
2. Supporting the affordability of its offerings
3. Providing all employees with comparable benefits
4. Increasing wages for all employees while ensuring fiscal stability, as outlined in the [College's strategic plan](#)

For additional information, please:

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

Thank you!

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Alfred "Al" Griswold, Ed.D.

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

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Our Purpose: Learning for All; Learning for Life.

*Servant Leaders aim to share power and encourage the development of others. Servant leaders accomplish this aim through listening and understanding the needs of others. Servant Leaders hold themselves and others accountable for their words and actions (**anonymous writer**)!*