

Greetings, faculty colleagues.

The College and the union met for a six and one-half hour negotiation session on Oct. 30, 2025, during which the College presented its last, best offer.

Highlights of the College's last and best offer, tonight, included:

1. 9.28% salary increase for full-time faculty 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 retroactive to July 1, 2025
2. 3% annual increases for all full-time and adjunct faculty in 2026, 2027, and 2028
3. Revised language on intellectual property which the union accepted
4. Added an article on primary work location at the union's request
5. Maintained five academic ranks for full-time faculty at the union's request
6. Updated tuition reimbursement: Eligible full-time Bargaining Unit employees will be afforded the same tuition reimbursement as offered to nonunion employees based on their employee status.

The College is consistently engaged in good-faith negotiations and is disappointed that the union has chosen not to accept its latest proposal. The College's offer has a fair and competitive compensation package, along with excellent working conditions that continue to support both our students and employees.

The College believes that a strike is imminent. All full-time and adjunct faculty who decide to strike will not be compensated while they are on strike and may lose access to many of their benefits including health insurance.

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.

We respect the rights of our faculty to express their concerns and to participate fully in the collective bargaining process, including engaging in a lawful strike. However, we are disappointed that this action will create disruption for our students - the very individuals we are all here to serve.

Employees who wish to serve as substitutes during a strike will be compensated accordingly and are asked to complete the [survey](#) using their HACC email.

The College remains steadfast in its commitment to achieving a fair and fiscally responsible contract. HACC's proposals are grounded in the following guiding 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:

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

With respect and appreciation,