

Greetings, colleagues.

The College and the union met for a seven hour negotiation session on Oct. 28, 2025.

In advance of the session, the union provided a counterproposal. Unfortunately, the proposal moved the two sides - the College and union - farther apart. Specifically, the union replaced language that had been mutually agreed upon during prior negotiations. **This marks the second consecutive counterproposal that reverses previously achieved progress.**

Such regressive bargaining makes it **increasingly difficult** to reach a fair and mutually acceptable agreement.

In addition, prior to the negotiation session, the College was informed by a program accrediting body that the union had already scheduled the strike. **The College views this action as inconsistent with bargaining in good faith.**

While some progress was made during the Oct. 28 session, the union has indicated that the strike is imminent . To ensure continuity of instruction and student learning, the College is preparing for all possible outcomes.

Employees interested in serving as substitutes during a strike will be compensated and are asked to complete the following survey.

<https://forms.gle/Jr6nzgPesHp7PsJ56> .

Any employee who decides to strike will not be compensated for the period of the strike. The College remains committed to achieving a fair and fiscally responsible contract. HACC's proposals are grounded in the following 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

Please:

- a. See this [webpage](#) that includes unionization updates and the College's response to recent activities
- b. Review these [frequently asked questions](#)

Thank you!