

IVC-CTA Newsletter

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RELATIONS BETWEEN ACADEMIC SENATES AND UNIONS

MICHAEL HEUMANN

In the California Community Colleges, faculty leadership takes two forms: academic senates and unions. Senates are designated by California Ed. Code as the faculty body with primary responsibility for “academic and professional matters,” or the so-called 10+1, which includes curriculum, degree & certificate requirements, grading policies, program development, faculty roles in accreditation, policies for professional development, policies for program review, policies for institutional planning and budget development, and other academic and professional matters as mutually agreed upon with the governing board.

By contrast, union leadership in the CCCs is authorized through the Education Employment Relations Act (EERA), which designates authorized faculty unions to act as the chief bargaining agent for faculty in regards to wages, compensation, calendar, hours of employment, leave, transfer or reassignment, safety, procedures for evaluating employees, & etc.

On the surface, it seems that the roles of the senate and the union are separate: senates deal with educational issues and unions deal with employment issues. However, things are never that simple, and there are numerous areas where the purviews of the senate and the unions overlap. Here are a few examples:

- **Committees:** The Senate President is responsible for all faculty appointments to committees (including hiring committees), and many of the committees on campus (including Curriculum, DE, Professional Development, and Outcomes and Assessment) are Senate sub-committees. However, if a committee votes on something that would include compensation for faculty or would alter their hours or working conditions, then the union must get involved.
- **Curriculum Development:** Curriculum is a faculty-driven area. However, curriculum still has to abide by the contract. Class caps, for example, are determined on a course-by-course basis within the curriculum process, but those caps need to abide by the contract rules. Our current contract says the minimum cap for a class is 30 and the maximum is 45. If Curriculum approved a course with a cap of 75, then it would be in violation of the contract and the union would need to get involved.

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PRESIDENT'S REPORT

MARY JO WAINWRIGHT

Change is constant. New laws, new policies, new programs. New students, new administrators, and new faculty. After a new collective bargaining agreement (CBA) is reached, the main job for the union is to make sure that agreement is enforced. It's been a very busy first two months of the semester for the union. There have been numerous grievances, the negotiation of new grants and MOUs with the District, and even a settlement with the District as a result of numerous unfair labor practices committed by District administrators. This is why it is so critical to have a strong union.

Faculty have little control over the administrators that are hired by the college. We've had a revolving door of administrators during the last 5 years, and many were fired because of incompetence. Attracting quality administrators to IVC is difficult. The new administration wants to bring change to IVC. They are not hiding that goal. Remember, the keynote speaker at Convocation? Remember the attacks on our contract in the last negotiations? Whether the change that inevitably comes will be good or bad for students and faculty will be determined primarily by the faculty's willingness to get involved in faculty leadership.

The most important thing I have learned in my eight years in union leadership is that faculty have to pay attention to what the District is doing at all times, whether it is through review of board and committee agendas or what an individual dean or vice president is doing. If an administrator says, "Oh, we don't need to involve the union," that is a big red flag that they are going to try and get you to ignore your rights in the contract. And if the contract rights are ignored long enough and it becomes past practice, the contract will not be enforceable.

Starting in July 2020, there will be brand new faculty leaders in both the Senate and union. It is important to have both veteran and new faculty involved. Institutional memory is a critical part of faculty strength against a brand-new administration. The administration will test the new faculty leadership. Faculty should not be afraid to question administrative actions and policies. Faculty cannot be afraid to speak up when the contract is being violated or when their programs are being negatively impacted by District actions or new laws. It would be great if the administrators read the contract and respected faculty rights, but because it often requires more work on their part, they are frustrated by those rights and want to take them away. It is only when the Administration knows faculty are paying attention and asking questions that they will take faculty leadership seriously.

The challenges ahead will be many, and it will take faculty willingness to get involved to maintain strong faculty leadership in both the Academic Senate and CTA. Only if this happens can faculty help assure quality services and instruction for students and a quality working environment for faculty. I strongly encourage faculty to consider running for union leadership in Spring 2020.



SO YOU WANT TO BE ON THE CTA E-BOARD?

IVC's CTA Executive Board (E-board) plays the crucial role of representing all 150 or so full-time faculty members at IVC. The current E-board's term will come to an end in June 2020, and there will be elections for the new board in the first half of the Spring 2020 semester. All positions will be open, and most of the current E-Board is not running. If you have ever considered running for the E-board, then there is no better time than this year.

But, you might be asking, what exactly is the E-Board and what are the duties and responsibilities of each position? I'm glad you asked! Here is a brief run-down on every position:

1. **President:** Acts as leader and official spokesperson for the Association; runs all E-board meetings, appoints the negotiating team, suggest policies, plans, and activities for the Association and is responsible for the progress and work of the Association, and is IVC's designee to CCA Council meetings. In short, the President leads the local union, sets the tone for the faculty, and is the primary voice for all union-related matters.
2. **Vice President:** Serves as assistant to the President in all areas and assumes the Presidency in the absence of the President, maintains the union's calendar of events, and maintains the list of active members. The VP is also responsible for the IVC CTA's Political Action Committee (PAC)—which will be important in the coming years as numerous board members will be up for reelection.
3. **Recording Secretary:** Keeps a careful and accurate record of the proceedings of each

meeting, regular or special, of either the whole union or the E-board, and is responsible for the distribution of minutes for all meetings to the members.

4. **Corresponding Secretary:** Performs any correspondence pertaining to the affairs of the Association as directed by the President, edits and publishes the Association newsletter, serves on the Bylaws Committee, and runs the IVC CTA web site.
5. **Treasurer:** Receives all funds belonging to the union, is responsible for their safekeeping and accounting, pays out such funds upon orders of the President, signs all checks drawn upon the treasury, provides a report on the financial status of the union at each general meeting and E-board meeting, is responsible for an annual audit of the books of the union, and is responsible for submitting membership and financial reports to CCA, CTA, NEA and other agencies as required by law.
6. **Faculty Representative:** Acts as the general faculty voice for the E-board, conducts polls on behalf of the E-board, and helps facilitate all grievance processes at the direction of the President and the E-Board.

Please note that each of these positions includes either release time or a stipend in order to perform all union-related business.

If you are interested in running for any of these positions, then I encourage you to contact one of the current E-board members: Mary Jo Wainwright, Melani Guinn, Dolores Diaz, Michael Heumann, Ed Wells, and Jim Fisher.

**OUR UNION IS
STRONG
BECAUSE OUR MEMBERS ARE
STRONG**

RELATIONS BETWEEN ACADEMIC SENATES AND UNIONS

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- Tenure and Evaluation: The procedures for the tenure process and for evaluation of faculty are clearly spelled out in the CTA contract. However, Ed Code §87610.1(a) requires collective bargaining agents to consult with their local academic senates prior to negotiating these procedures. This makes sense since the point of evaluating faculty is to ensure that the course curriculum is being followed, that the level of instruction is high, and that all the other duties required of full-time faculty are being fulfilled. Hence, it is necessary for the senate to have a say in the development of tenure and evaluation procedures.

When I was Academic Senate President from 2014-2016, I worked with Mary Jo (who was CTA President back then, too) on a daily basis. Whenever an issue came up or a policy needed to be developed or revised, we made sure to communicate with one another and to talk over any potential problems or concerns. Although we did not always agree, and we had our share of arguments, we never once stopped talking to one another.

To our future Senate Presidents and CTA Presidents, I give you this advice: keep those lines of communication open, and understand that when the senate and the union are at odds, then it is the faculty as a whole who end up suffering.

WELCOME, NEW TENURE-TRACK FACULTY:

Julie Kunath, *Nursing*
Luz Carmen Bravo, *Nursing*
Summer Winford, *Nursing*
Elizabeth Zumaya, *Child Development*
Sergio Pesqueira, *Counselor*

WELCOME, FULL-TIME TEMP FACULTY:

Fatima Villalobos, *Biological Sciences*
Glenn Granish, *Admin. of Justice, Corrections*
Rebecca Agundez, *Nursing*
Maria del Rosario Garcia, *Counselor*
Karin Eugenio, *Communications*
Tina Williams, *Psychology*
Jim Pendley, *Biological Sciences*

IVC CTA

FALL 2019 SOCIAL EVENT



TUESDAY, NOV. 5, FROM 4:30-9 PM AT JOHNNY CARINO'S,
3203 S. DOGWOOD AV., EL CENTRO (AT IV MALL)