

AHE Communication Restrictions Background

AHE is at a crossroads. The AHE president has been directed not to contact members through email. The senate has on many occasions sent administration the word that the president of AHE only acts at the direction of the senate. To shut down the president's email is tantamount to shutting down communication with the AHE representatives, members and faculty, and given the history of the feelings between the Clark College president and the senate, I'm sure such a move is a relief to administration.

Please consider the **timeline** below. The last sixty days have been trying, to say the least. When you thematically organize the events, a picture emerges - a picture of retaliation, interference in negotiations, and union busting.

We must also consider the **consequences** of doing nothing. Faculty will have a more difficult time addressing problems with administration (and sabbatical is under assault at the moment). Negotiation will be chaotic and confusing (and members will not hear about it), and we will certainly be weaker at the table. The AHE representatives will look as if we do not stand by our earlier statements that the AHE president speaks the will of the senate. We will also look as if we do not stand behind the original email that started all of this (an email that Marcia sent to SENATORS ONLY asking about a House Bill which supports adjunct rights), thereby looking as if we do not support our adjuncts when times get tough.

Two questions are at hand:

1. Do we stand behind the assertion that our president speaks for us? If so, none of should use the email or mail (equal under law) to communicate with our members.
2. Do we feel that in restricting the email of the AHE president that administration has engaged in union busting by restricting faculty rights to representation, engaging in retaliation, and impeding negotiations which are to begin in fall (we should be in full swing of collecting and ranking negotiation issues right now - not fending off this latest "directive")?

AHE representatives need input on these issues and we need to act with some haste . We cannot appear weak now - if we do, we will have lost ground that will take years to recover. We must come to agreement of action and respond with one voice. What say you all?

THE TIMELINE

2/2/10	Email to AHE senate and subsequently adjunct faculty about HB 2584 - adjunct due process and bargaining rights bill.
2/7/10	Campaign to organize Adjunct Faculty begins with distribution of over 650 flyers and applications
2/14 -	AHE applications from adjunct begin to arrive
2/24 - 3/3	The faculty survey of negotiation issues is completed and distribution begun.

- 3/3 - present The senate begins to collect data and suggestions from unit faculty through email in preparation of prioritization of negotiation items and issues.
- 3/22/10 AHE files a grievance regarding Dr. Dastmozd's scheduling of interviews with sabbatical applicants (which appears to violate the PPAC /sabbatical process).
- 3/23/10 Twelve faculty members attend the Board of Trustee's Work session, with equal representation by full-time and adjunct faculty
- 3/23/10 V.P. Dastmozd composes a letter of directive to prohibit AHE president's use of email.

1. The directive is retaliation for efforts to organize adjunct faculty:

- 2/2/10 Email to AHE senate and subsequently adjunct faculty about HB 2584
- 2/7/10 Campaign to organize Adjunct Faculty begins with distribution of over 650 flyers and applications
- 2/14 - AHE applications from adjunct begin to arrive
- 3/22/10 AHE files a grievance regarding Dr. Dastmozd's scheduling of interviews with sabbatical applicants (which appears to violate the PPAC /sabbatical process).
- 3/23/10 Twelve faculty members attend the Board of Trustee's Work session with equal representation by full-time and adjunct faculty

2. The directive is an attempt to impede collection of data for negotiations:

- 2/24 - 3/3 The faculty survey is completed and distribution begun.
- 3/3 - present The senate begins to collect data and suggestions from unit faculty through email in preparation of prioritization of negotiation items and issues.

3. The directive is, at best, an attempt to weaken CCAHE, or at worse, an effort to engage in union busting.

- Ongoing CCAHE senate authorizes a memo to administration clearly stating that the president of AHE speaks for the senate and that the senate speaks for the faculty.
- Ongoing CCAHE questions the use of college resources to hire more administrators (A new VP position was announced last week).
- Ongoing CCAHE continues to work with WEA on reading the Clark College Budget after a budget evaluation by WEA accounting last year revealed a drop in spending on instruction.