

AHE

NEWS- Your Faculty

**Associati
on**

**Clark College
Association of Higher
Education**

September 2009

President's Message

Well we are starting another new school year and are we going to be busy instructors! Our enrollments are sky high and by many reports, the students who are coming to us are requiring more attention from their instructors than ever. We are going to be doing what we love to do- accomplishing the mission of Clark College by teaching those students who are here at our doorstep our particular specialty- it doesn't get any better than that!

AHE is again headed in a positive direction this year. We have a new slate of senators who have set the annual goals we are eager to accomplish. We have a new Uniserve Director and AHE is being provided more resources from WEA to help us accomplish our mission. We will have the services of a professional Labor organizer this year to assist us in our revitalization efforts. WEA is bringing training on the Clark campus this year. Our Senators are Talent Scouts this year- looking for emerging leaders who are who are interested in learning what the Labor Movement and Social Justice are all about.

We have challenges of course in our campus climate, but we have many hands now to assist us in improving the working environment which is our student's learning environment. Improving one means improving the other. Providing our students with well-paid, respected, well-trained professionals who have the resources to teach and mentor them optimally is at the core of that environment. Faculty who share in the governance of that environment with meaningful input and have decision making authority over important aspects of that environment- these are our goals for Clark College. We have an immense wealth of talent among our ranks. I sincerely mean it when I refer to the AHE Senate as the Collective Wisdom of our faculty. We will commit to improving our working conditions because they are our students' learning conditions and as teachers we are committed to providing the best for our students.

- Here's to a GREAT year for Clark faculty!

*Thank You,
Marcia Roi*

Bargaining

We are still at it.

We are bargaining the proposed Cosmetology degree as a partnership with the Clark County Skills center. With this bargaining we are protecting our subcontracting clause in the contract when we insist that all Clark College credits be taught by Clark College instructors.

Retroactive COLA report

We received the official refusal of the college to submit to an independent third party to ascertain the COLA numbers as an answer to Step II of our grievance. The College is insisting we accept their accounting. We have agreed to an extension of the timelines to October 18th in time for WEA research to recalculate the COLA. We have been at this for a year now! We will then give the administration our answer on proceeding to arbitration for violation of the MOU and reward of the full COLA. At this time we are willing to examine our figures but the administration is not, nor has indicated it is willing to adjust the pay scale to incorporate the missing percentages from past years. Stay tuned on this topic, this is your money and we will work very hard to recover in full what the faculty deserves.

T&LC Position

We are also bargaining the payment of the Teaching and Learning Center directorship. As you know, the position was advertised for this year as full-time with 50% release time for 2 people. One position is now being paid at the “other” rate. Our adjunct faculty members deserve parity with full-time faculty if their job description is the same. We are still working on this issue.

The Vice President's Corner

Steve Walsh

General Membership Meeting

Tuesday, Oct 27 at 3pm

This Just In ...

Webmaster / Webmistress wanted

AHE needs a member to volunteer to help us keep our website up and current for new members. Any of your creative ideas for our website will also be welcomed!

Help Wanted

Rita Carey is the new coordinator of our Bargaining Support Work Team and is recruiting members for researching issues, contract language from other contracts with our contract analysis system and surveying faculty for their bargaining “wish list”. We will be gearing up this year for next year’s bargain. If you have an interest in helping Rita and the team, contact her for more information.

GHL 214

It is important. Be sure to attend.

We will hold our Quarterly General Membership Meeting at 3pm on Oct 27 to vote on **VEBA**. *What is VEBA?* Page 42 of the AHE contract has the following:

“The college offers a Voluntary Employee Benefit Association (VEBA) program, which allows the transfer of sick leave buyout compensation to a VEBA account. The funds in the account may be used to pay medical premiums and other medical expenses. All individual retirees must participate in the VEBA program if the AHE has elected to participate for that calendar year.” We must vote annually on whether or not we want to participate in this program on behalf of our retirees. **A vote will be held at this meeting.**

A representative from the VEBA program will be at our meeting to further explain and answer any of you questions regarding the VEBA program so that we will be able to make an informed vote.

New members

Help me welcome our latest members:

- ❖ Honey Knight
- ❖ John Kuhn
- ❖ Sam Triebs
- ❖ Mark Smith
- ❖ Dee Anne Finken
- ❖ Nathan Lazar
- ❖ Justin Flick
- ❖ Cheryl Ronish
- ❖ Betty Barrows

Welcome Aboard fellow AHE members!

Kate Scrivener and **Marilyn Howell** have volunteered to help organize – Thanks!

I am looking forward to another good year,

Steve Walsh
AHE - VP

Anyone interested in joining AHE please contact me, Steve Walsh, VP-AHE, x2140, swalsh@clark.edu, Mail Stop: SHL116, or your senator.

Contract myth of the month-

Dear AHE,

How do the Administrative Procedures interact with the contract? There seem to be some conflicting information in each and I do not know which document to follow.

Too Much Reading in Voc -Ed

Dear Too Much,

Simply put; the Contract trumps the Administrative Procedures. The administration and the bargaining unit are legally equals. The Contract contains the rules that both have agreed to abide by through bargaining. The Administrative Procedures have not been bargained and as such do not pertain to faculty unless expressly indicated in the contract, e.g., if the Contract states that we will abide by a policy set in the Administrative Procedures. Therefore contracts always supersede administrative policies. If you think about it, the administration changes these procedures on a fairly regular basis without our knowledge or input. Theoretically, they could set something which contradicts our contract or impacts workload or working conditions and we would not even know about it. So if you need some light reading, let it be your Contract and let the administrators read the Administrative Procedures.

Legislative News

Anita Fisher, PAC Chair

Anita has recruited the assistance of Nick Forrest to shape our legislative agenda this year. Nick is experienced as is Anita in legislative lobbying and political issues. Together they now comprise our Political Action Committee. They will be working closely with the WEA lobbyist, Wendy Radar-Kolnfolksi to keep AHE in the loop and make our voice heard in Olympia. If you would like to get involved in this effort, contact Anita at x2199.

AHE Senate retreat!

On September 14th AHE held an all -day AHE senate retreat for all of our senators. Our new Uniserve Director, Lisa Lewison conducted the training. We learned about such things as Just Cause, Weingarten rights, Due Process and many other aspects of representation to help our members. We also introduced two new officers: **Don Gonser** is our new Treasurer and **Jim Wilkins-Luton** is our new secretary. Our 2009-2010 AHE Senate is presented below:

SOFA:

Anita Fisher

Carlos Castro

Carson Legree

Librarians and

Counselors:

Judy Van Patten

DEECH:

Julian Nelson

Jim Wilkins-Luton

Rita Carey

STEM:

Izad Koramee

Nathan Lazar

Vacancy!

HS:

Nancy Sheppard

Vacancy!

Vacancy!

WEBEED:

Nancy Novak

BTEC:

Don Gonser

Vacancy!
Gene Johnson
Adjuncts:

Dave Duback
Susan Torres
Otto Schlumpf

At- Large:
Kim Sullivan
Vacancy!

At our Senate training the Senate identified our Annual Goals for 2009-2010.

The Top Ten goals are :

- 1. Increased involvement in trustees meetings and work sessions*
- 2. Publish regular bargaining updates to members during bargaining*
- 3. Maintain website with updated information for members*
- 4. Continued meetings with college president and VPI with a variety of members*
- 5. Conduct a one-day retreat for AHE senators each year during fall orientation*
- 6. Establish an organizing team with 20-40 members*
- 7. Quarterly training meetings*
- 8. Publish a minimum of 11 newsletters per year for our members*
- 9. Ten percent increase in membership with a 10% increase in adjunct membership.*
- 10. Implement a budget for the organization*

Senators also identified members they viewed as Emerging leaders. We will be contacting many of these individuals with development opportunities and opportunities for involvement.

With everyone's help we will be able to complete our goals - and beyond!!