

September
2010

Inside

Contract Myths of
the Month

Labor Roundtable
Update

Vice President's
Corner

Bargaining Update

What the Heck?

Adjunct Actions

Your Officers &
Senators

President's Message

Capacity vs. Dependency: what does this mean? **C**apacity is the ability of the organization to use power to achieve our goals. Many people have a hard time with the concept of ownership of power. Power is simply the exercise of will translated from the French word *pouvoir* “to be able, be possible. Yes, we need

power to be able to achieve our ends.

First, what are those ends? To be able to be respected and exercise our Academic Freedom to perform

the mission of the college unhindered to the betterment of our fellow academics, students, college and community. The mission of the college is teaching. We Teach.

So why are many people leery of asking for power? If we have power does this assume we will abuse this power and abuse others? No. We already have power in the classroom. Do we use it to intimidate students? No. Can power be a tool to be used for positive ends? Yes.

We have power as an organization. Our power has not been utilized as yet in the most effective fashion and it has resulted in dependency. We have filed griev-

ances, Unfair Labor Practices, and arbitrations. Many times we are forced to resort to these actions just to get the administration to come to the table. Most people know I will take whatever actions necessary to protect our rights and freedoms. The problem with this model is that it is a consumer-based model. “Let the president, lawyer, arbitrator

or WEA Rep do the work, we pay them for this.” This is unhealthy for an organization. It creates dependency on a small group of people to defend our rights. It is also lengthy and time consuming. That is where we are at right now.

Capacity is when the entire organization is engaged in the cause. We are a union. We are part of the American Labor Movement standing up for worker's rights—our rights. **Capacity** builds when the entire organization is invested in upholding our values. **Capacity** entails involvement and investment in the organization, being a part of the organization, as opposed to paying for service. **Capacity** was demonstrated when AHE exercised power by a group of people showing up on campus on a Sunday night to post 1,000 flyers across campus to protest the restriction of our e-mail use to contact members. **Capacity** was dis-

*We are a union. We are part of the
American Labor Movement standing
up for workers' rights — our rights*

President's Message continued



Over 60 AHE members attended the membership meeting held during Fall Orientation. Many signed up to attend bargaining sessions and trustees meetings.

played by the faculty members who showed up for the meeting with the president to demand our contractual e-mail access. The results were immediate—we got our e-mail rights back, and we had the administrators removed from the faculty distribution list. **Capacity** is displayed in people signing up to show up.

We have always had the intellect and have the will. The two things we have been lacking were, ironically enough: 1) Education for our members. We have that now courtesy of WEA. More training will be offered to more members. Educated members are able to stand up for our rights. Stay tuned for training opportunities for

everyone; and, 2) A Plan. The Plan is to build **Capacity** and reduce dependency. We are calling on members to attend the Board of Trustees meetings, to show up for board of Trustee work sessions, to attend the bargaining sessions as observers, to attend membership meetings, help out, show up. Even if all you can give is one hour to stuff ballots, that's fine. **Capacity** is the people showing up and telling the administration "We are watching." We need to share the load- That is building Capacity.

We will educate ourselves. We have a Plan. We will effect change.

—*Marcia Roi*
AHE President

This just in!

The AHE has arranged to partner with the American Federation of Teachers this election year. As this is a partisan political activity, we cannot post it here. For this volunteer opportunity, please go to the AHE website for details.

Wanted: Board of Trustees Applicants

There are upcoming openings on the Clark College Board of Trustees. If you know of someone who is interested, they can contact the AHE who can help them with the processes to apply with the governor's office. Applicants must reside in our Educational District.



Myths of the Month

Dear AHE,

I was told by my dean that if talk to the union representative again that he can make sure I am financially ruined. I am very frightened at this point and do not want to be suspended without pay as I have a mortgage to pay. Is there anything I can do?

**—Signed,
Threatened**

Dear Threatened,

The AHE is concerned about these situations. This is why it is advisable to take another person into meetings with you as this type of intimidation can only happen behind closed doors, one on one.

Article IV, A. Academic Freedom states:
“All members of the College community are to be treated with respect and with sensitivity to the impact of words and opinions.”
You also have access to your union

representatives at any time. This is federal Labor Law. If this should happen again you can terminate the meeting and request representation.

Dear AHE,

I took a few days of Bereavement Leave for a funeral and it was deducted from my sick pay, can this be done?

**—Signed,
Depressed and Bewildered**

Dear Depressed,

Unfortunately Clark College technically does not have Bereavement leave, the contract states ;
*Article V,
H. Bereavement Leave
“In the event of a death of a family or household member, as defined in this Agreement, a faculty member who accrues sick leave will be granted up to five (5) days’ leave with full pay. Such leave will be deducted from accumulated sick leave.”*

Ours is the only contract I have seen in the state in which Bereavement Leave is really just sick leave relabeled. The AHE bargaining team is aware of this.



A glossary of “admin speak” submitted, reported, and pondered by faculty.

- It’s not a unit it’s a “sphere of influence”
- You are not faculty, you are an adjunct
- It’s not micromanaging, it’s being responsible
- It’s not a meeting of 8 people, its a “private conversation”

Do you know a faculty colleague who is not currently a member? Send them to our website so they can see what they are missing!
<http://www.ClarkCollegeAHE.org>

Bargaining Update

Grievances and Settlements

We have received word from Christina Kopinski that the administration and the AHE have reached a settlement on her case of denial of tenure. She sent an e-mail to the membership which was read at the September membership meeting. The College requested the settlement talks instead of proceeding to arbitration. Christina is doing well and hopes to get into law school to study labor law. This settlement makes the College more



accountable for a decision which appeared capricious and retaliatory. Christina's letter can be found on our website (under "History"). Good Luck Christina!

Our grievances can be found in my board reports each month. Unfortunately there always seem to be multiple grievances/arbitrations. I will distribute the AHE Board of Trustees report to the faculty and it will also be posted on the AHE website. Keep up with what we are reporting to the Board of Trustees!

Image source: <http://blogs.ft.com/gapperblog/2007/12/workers-of-the-html/>

Get into the Action!

<http://www.clarkcollegeahe.org> for the latest news

Join the discussion at:

<http://www.clarkcollegeahe.org/forum>

Labor Roundtable Update



After attending today's Labor Roundtable I thought about all the organizing activities in process. Unless you have been living under a rock, you know the political season is upon us. I could report on each individual that spoke, or the important issues that labor is confronting, but why should I digest all this information for you? Don't you expect more from your students?

Simply put all union members at Clark College should proceed to educate themselves on issues affecting our lives. Look for diverse points of view that illustrate candidates' posi-

tions. Question your assumptions regarding ballot initiatives. Most of all don't wait until the voter's pamphlet comes out to research important topics that will impact lives on this campus. Let's practice what we strive to instill in our students!

Here are some urls to get you started:

<http://www.wslc.org/cope/index.htm>

<http://www.clarkclc.org/>

*Best Regards,
—Mike Godson*

Vice President's Corner

Members' Corner

New AHE Members

The AHE is now 300+ strong! Thank your fellow Association members for supporting faculty unity at Clark College. And when you have a moment, say hello to the following new AHE members:

Andrew Apter, Professor/Associate Director of Teaching and Learning Center Coordinator

William Durden, English Instructor

Tonia Haney, Automotive Technology Instructor

Erin Harwood, STEM Coordinator

Lay Soon, Dental Hygiene Instructor

Elizabeth Torgerson, Nursing Instructor

Steve Woodley, Health Occupations Instructor

If you have questions or concern about your membership benefits, don't hesitate to call me at x-2043, or email me at cgiovine@clark.edu.

—*Cosimo Giovine*
AHE Membership Chair

Your Officers & Senators

Marcia Roi, **President**

Steve Walsh, **Vice President**

Don Gosner, **Treasurer**

Jim Wilkins-Luton, **Secretary**

Adjuncts' Senators

Dave Duback

Cosimo Giovine

Susan Torres

Otto Schlumpf

At-Large Senators

Kim Sullivan

Vacancy!

BTEC Senators

Don Gosner

Gene Johnson

Dwight Hughes

DEECH Senators

Julian Nelson

Jim Wilkins-Luton

Rita Carey

HS Senators

Nancy Sheppard

2 Vacancies!

Library & Counseling Senator

Judy Van Patten

SOFA Senators

Anita Fisher

Carlos Castro

Don Appert

STEM Senators

Izad Khormae

Nathan Lazar

Vacancy!

WEBEED Senator

Nancy Novak