



UNION ALERT

NOVEMBER 15, 2004

PCC/CTA · ISSU · CSEA

POWER PIZZA LUNCH FOR ALL FACULTY AND STAFF

To display our unity, we are having an all union **Pizza Lunch on Tuesday, November 23 from 10:00 am to 1:00 pm. in the Facilities Lunch area at the Facilities Building.** Please stop by, grab a bite and meet some of your colleagues. We can create a united voice in a positive way at PCC!

ACCREDITATION TEAM RETURNS

The Community College Accreditation team revisited our campus on Wednesday, November 3. The purpose of their return was to see if PCC is complying with the recommendations of their report issued one year ago. The college was instructed to work on: communications with employees, educating employees of the college budget process, and improving overall morale on campus.

Unknown to the three unions, the District issued a report to the Accreditation Team where it informed them of the college's progress. The leaders of all three unions were notified of an interview to be conducted about this report on Monday, November 1, 2004. We were not given a schedule until Tuesday, November 2, 2004 and the report was received by all three union leaders on Wednesday afternoon after 3:00 p.m.

Different from all other campus groups which received 15 minutes each, the union leaders were given 15 minutes together to be interviewed by the Accreditation Team. The Peace Officer's Union was given such late notice that the President of that union did not have enough time to change his shift in order to attend the meeting.

Nonetheless, on Wednesday Suzanne Anderson, President of CTA, Candelario Diaz, President of CFCSA, and Pat Krause, President of ISSU met with the team (the "team" by the way consisted of two individuals – a retired teacher and Dr. Fallow, President of El Camino Community College). It was clear when we arrived that this was a rubber stamp meeting to try and approve of the report issued by the District. However, all of the above union leaders were forceful in not allowing this to happen without a struggle and giving the union a voice.

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All three union leaders informed Dr. Fallow that the District continues to not communicate with its employees in an effective matter. Dr. Fallow was surprised that we had not received the report in time to even review any actions taken by the college. All three union leaders informed Dr. Fallow that committees had indeed been set up to comply with the Accreditation Report recommendations however, the District has done an ineffective job of informing the PCC Community of any progress made.

All three union leaders informed Dr. Fallow that the District has not educated faculty or staff of the college budget process. The faculty especially have not been informed whatsoever of what the budget projections are or will be. The only time faculty seems to be aware of budgetary matters is either through their union or when the District circulates through Divisions once a year.

All three union leaders addressed the morale problem on campus. All leaders were forceful in communicating with Dr. Fallow that morale between employees and the District has not improved in any significant manner. Faculty and staff continue to feel they work in an environment of intimidation and retaliation. The leaders of the union recommended to Dr. Fallow that the only way to remedy this situation is for the District to quit dividing its employees, to open up communication in a genuine manner, and to genuinely convey to the employees that they are the most valuable assets to the operation of the college.

POSITIVE OUTCOME

After this crucial meeting, all three unions are in agreement that Dr. Fallow will give the college a “rubber stamp” in complying with the report’s recommendation. We know however, what the truth is and we are committed as faculty and staff to continue to work to solve these problems in a meaningful way. The most positive outcome of this meeting was that all three unions are on the same page and have decided that we will communicate with each other and our members on a monthly basis. We know that you, our constituents, will support us in this endeavor. All of our concerns and struggles are equally important in continuance of the high caliber institution that we all have created.