

Presidents Report to Faculty – LWFT Members please vote to extend officer terms.

This is a difficult dilemma. As you can read below in the updated Bargaining status report, we will not be able to ratify the new contract this quarter as we hoped. So a contract vote will be held in the Fall. We're still working this week on many of the details, agreements and memoranda of understandings that need to be in place for the fiscal year on July 1st. That means a vote for next year's Federation officers is just impossible in this final week – the AFT prefers paper ballots or a supervised online system that would take too long.

I've discussed with the incumbent officers and most of the E-Board a simple solution. AFT also recommends two year terms for stability. That would take a change to our local Constitution, which we could do by an online vote.

Your current slate of officers would, if the change is made, continue to serve until June 30, 2017, unless the E-Board decides on elections at the time of a Contract ratification.

President	Jim Howe
Vice President	Barry Robinson
Secretary	Wes Mantooth
Treasurer	Scarlet Kendrick
At Large	Doug Rupik
At Large (adjunct)	Mikal Steinbacher

Other E-Board members selected by Divisions in the Fall.

Nolan Koreski is an E-Board member by virtue of being the current President Emeritus, so is not affected by the term change. He has agreed to monitor, verify and report the results of a Survey Monkey vote on the Constitution change in term lengths.

Vote here this week: <https://www.surveymonkey.com/r/LSGCSPH>

Please read the report made to the Board of Trustees this afternoon to get a sense of some of the issues we've been working on and negotiating. We'll keep you posted as we wrap up the Temporary Agreements and Memoranda of Understanding that we will work on this Friday.

Faculty Report to the Board of Trustees

Jim Howe, President of Lake Washington Federation of Teachers

June 6, 2016

1. Public Records Act – Letter to College

Due to a number of “nuisance” Public Records Act requests being made to public employee agencies concerning personal information about union members, the state Federation recommended that our Local send a letter to our Public Records officer, Bill Thomas. This was done and the key part of the letter is this:

“As you undoubtedly know, upon receipt of a request under the PRA, an agency has “the option of notifying persons named in the record or to whom a record specifically pertains, that release of a record has been requested.” RCW 42.56.540. Pursuant to this language, we hereby formally request that you notify Lake Washington Federation of Teachers upon receipt of a request under the PRA that relates to the employees we represent.”

The College President and Human Relations Director were copied on this letter.

2. Joint Communique from IBB (updated)

The Interest-Based Bargaining Committee is continuing the faculty contract bargaining process. Since the last communique (March 2) that I reported here, the Committee has met 5 times, on March 11, April 8, April 22, May 13, and May 27th. We did not meet our original goal of completing a proposed contract for approval before the end of the academic year. The current contract will roll over into the next academic year, but the Committee will adopt memoranda of understanding that will allow us to implement certain contract changes that have been tentatively agreed and both parties wish to have in force in the new fiscal and academic year.

Issues on which tentative agreements are now in place or about to be signed include:

- An increase in the number of faculty personal leave days from three to four
- Training and support for distance learning faculty
- Clarification of procedures for evaluations of faculty (when not enough students respond)
- Procedure to allow us to run under-enrolled and over-enrolled classes
- Procedures for the investigation of alleged Title IX violations and other serious behavioral allegations
- FT and PT pay scales and increments
- Security of PT faculty in their positions
- Faculty titles and nomenclature
- Innovating curriculum development and renewal

Issues that are still under discussion include various aspects of compensation including:

- Addressing administrative workload in programs and departments
- Faculty leadership roles and responsibilities

The administrative and faculty members of the committee are pleased with what we have thus far accomplished, and we are optimistic that our discussions will continue to have positive results.

3. CTCLink

*Original draft by Annamary Fitzgerald
President, AFT Local 4603
South Puget Sound Community College*

Dear Trustees,

The Federation Presidents and the state **Faculty Association** have been following the CTCLink rollout experience for Tacoma CC and the Spokane district this past year. As you know, it's been rough. We have deep reservations about the plan to continue the rollout on schedule for subsequent schools before the core issues get resolved. Although some colleges are not slated for implementation for another year, we wanted to share the scope of our concerns for your consideration. The 4-8 "first wave" CTCs are especially concerned.

We see three interrelated issues that give us greatest pause. The first is the immediate problem. TCC and Spokane have experienced significant problems registering students, distributing financial aid, paying faculty and staff, calculating leave, and tracking health benefit coverage. In fact, both school systems report that new problems are still cropping up nine months into its implementation.

This has contributed to unplanned secondary expenses including staff overtime to address the problems, writing paper checks to track and cover compensation, and even paying for food and water to students standing in line for hours at the beginning of each quarter. Students are fed up and there is evidence they are voting with their feet and going to other schools. The public relations messaging around these issues was embarrassing at first, but hasn't gotten much better in subsequent quarters. All schools in the CTC system have been paying 3% of their tuition revenues into this project for a number of years now, but there doesn't seem to be a system fix on the horizon to make this functional yet.

The third issue seems tangential at first. The SBCTC is implementing its new allocation model this upcoming fiscal year. It is structured to examine FTE counts and distributions during each of the first four years to establish a new baseline for funding among schools. We are concerned that the continued problems with the CTCLink rollout will cause students to change where they attend to avoid experiencing the same issues that TCC and Spokane have. This would in turn skew any accurate measures of where the FTEs are distributed in the system and compromise the allocation plan before it gets started.

We ask you, as our Boards of Trustees, to examine the implications of the ongoing CTCLink problems for its potential economic and relational impacts for us as a school and community. We request that you share these concerns among your peers and with the State Board. We think it is reasonable to request the SBCTC suspend its scheduled rollout until the most egregious of these issues are resolved.

Thank you for considering these points among yourselves.