



SCCFT President Eric Hamako
Statement to the SCC Board of Trustees
2023.05.24
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I ask that my comments be read into the record.

Trustees of the Board:

My name is Eric Hamako. I am the President of the faculty's union, the Shoreline Community College Federation of Teachers (SCCFT), Local 1950 of the American Federation of Teachers (AFT).

This evening, I'll provide brief updates about three faculty issues, each regarding our faculty union's right to collectively bargain for faculty.

First, in the past few weeks, our faculty union has filed an Unfair Labor Practice complaint against the College. In January and February of this year, I spoke to you about the faculty union's concern about the College's unilateral decision to discontinue counting faculty members' collective bargaining work as service work to the College. This unilateral decision by the College undercuts our faculty union's ability to collectively bargain by reducing faculty members' incentive to participate and effectively increasing the workload of faculty members who do participate. We have sought to resolve this conflict with the College by various other means. However, the College has refused to relent. So, our faculty union is calling on the Public Employment Relations Committee (PERC) to hear our Unfair Labor Practice complaint, number 136660-U.

Second, in collective bargaining, our faculty union has presented to the College our proposal for addressing the effects of the recent ransomware attack and the College's decisions regarding the ransomware attack. The effects of the ransomware attack continue to make disruptive waves for faculty and students, as the quarter continues. Our faculty union proposes that the College compensate faculty for the additional workload created by the "soft start" and the necessary curricular and pedagogical changes caused by the attack and College response. We also propose that the College compensate faculty for taking on more students, beyond the allowed class caps, to accommodate students and support enrollment despite the disruptions of

the ransomware attack before and during the start of the quarter. We propose that the College pay for identity theft protection for all faculty for five years, not the one year the College has offered. We propose that the College cover equipment, wifi service, and other expenses that faculty paid for personally, out-of-pocket, to address urgent needs during the ransomware attack's most acute phase. And, we propose that the College not penalize faculty members during their evaluation processes, in cases where negative evaluation feedback is due to ransomware-related impacts. We urge the College to recognize, not only with words, but also with a bargained agreement, the increased workload, stress, and other effects caused by the ransomware attack, as faculty have gone above and beyond our normal duties to continue the College's services.

And, third, our faculty union continues to bargain with the College over our next Collective Bargaining Agreement (CBA). Happily, the Washington State Legislature approved a budget in which the Legislature will fund significantly more of faculty's Cost of Living Adjustments (COLAs) than the Governor had proposed. This means that, where the College might have had to allocate some of its own local funds to pay for a portion of faculty's COLAs, the College now has those local dollars freed up in its budget. Our faculty union is proposing that the College allocate those funds to faculty members in other ways, rather than treating the Legislature's decision as a windfall for the College. For example, we have proposed that the College use some of those dollars to increase the salaries of the lowest paid faculty members – and then to ensure that future employees are not consigned to those lowest salary levels. Providing more to those who need it most, those who are paid least – *that* is an example of an action that increases equity at the College. Further, by increasing faculty salaries, particularly at the lowest levels, the College will increase its own ability to recruit and retain new faculty members. As a second example, we have proposed that the College implement a “tenure-track credit for prior experience” clause, which would guide the Board of Trustees in more systematically exercising its right to grant tenure to tenure-track faculty members before or up to the ninth quarter of their employment, crediting those faculty for having previously earned tenure elsewhere or for having shown years of experience in their discipline. Such a proposal will help the College recruit and retain experienced tenure-track faculty – and will reduce the duration of systematic barriers that produce various inequitable outcomes in faculty retention. The College has informed us that College President Kahn will be discussing this proposal with you in Executive Session. We encourage you to strongly consider this proposal as an action that will guide and provide transparency for future Board action. Our faculty union and the College continue our ongoing bargaining for a new CBA – and our faculty union is committed to continuing to bargain in good faith until we're able to reach mutual agreement on a new CBA.

Good night.