

NEWSLETTER

LOCAL 2026, AMERICAN FEDERATION OF TEACHERS, AFL-CIO
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CCP TO OFFER ONLINE COURSES NOT TAUGHT BY CCP FACULTY IN “EDUCATION TO GO” PROGRAM

by Karen Schermerhorn and John Braxton

The Federation learned this summer that CCP will begin offering online, noncredit (credit-free) courses, not approved or taught by CCP faculty, through its “Education to Go” program.

“Education to Go,” a vendor of online courses, hires the instructors and approves course content. CCP “has no input on the courses,” according to a staff member in the Division of Business and Technology. However, the staff member stated that “Education to Go” will use CCP’s name in advertising its offerings and that CCP is required to list these courses as “Education to Go”

(continued on page 3)

FEDERATION OFFICERS REVIEWING SALARIES OF FT FACULTY HIRED IN 9/02 AND SINCE

by Karen Schermerhorn and John Braxton

Since negotiating the FT Faculty Salary Schedule in 2001-2002, Federation officers have been monitoring the salaries of new FT faculty to be sure that each faculty member’s salary and Target Step for 2005-2006 is in compliance with the 2001-2002 contract language on setting salaries.

As part of this monitoring process, FT Faculty hired in 9/02 and since will soon receive a letter from the Federation, asking for their response to Federation and administration calculations of their Target Step for 2005-2006. These faculty are asked to respond promptly so that the review can move forward.

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FSFCCP NEWSLETTER

The *FSFCCP Newsletter* contains news of the activities of the Faculty and Staff Federation of Community College of Philadelphia as well as official Federation announcements. The *Newsletter* is normally published monthly except during July & August.

The Faculty and Staff Federation of Community College of Philadelphia represents over 1,800 faculty and staff at Community College of Philadelphia. Our union, AFT Local 2026, consists of three bargaining units: Full-time Faculty, Classified Employees, and Part-time/Visiting Lecturers. We are affiliated with the American Federation of Teachers, an AFL-CIO union, with the Pennsylvania Federation of Teachers, and with the Pennsylvania AFL-CIO.

The official *Newsletter* is intended for news articles from leaders about developments related to the union. Opinion pieces from members or other personal articles are published in *Voices in the Union*. Deadlines for submission here normally fall **on the last day of the month**. Submit articles to the Editor by e-mail (rkeiser@ccp.edu) or send a copy on disk to the office listed below. Another venue for opinions is the Federation's Discussion List; if you are not signed up, go to our web page www.aft2026.org and click on the link (first page, on left) for the Discussion List.

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Executive Committee

Co-Presidents:	Karen Schermerhorn John Braxton
Treasurer:	John Majewicz
Secretary:	Ruth Baker
CE Co-Chairs	Eric Massenburg Carline Rucker
FT Co-Chairs	Frank Bartell Pascal Scoles
PT/VL Co-Chairs:	Mark Kimmelman Ken Moberg
Spring Garden Campus Representatives	Jim Cochran Roger Garbett
Community Services Campus Representative	Kathy Asbury

The next issue of the Newsletter will be October 2005. Please send all submissions to: rkeiser@ccp.edu by **September 30th, 2005.**

Note from the Editor:

First of all, a big thank you to **Ruth Baker** for her able and dedicated editorship of the Federation *Newsletter* for the past two and a half years. Her good sense, hard work, and unassuming manner are a great asset to the union.

This *Newsletter* is the first one edited by me, and the first one since Rep Council's decision to separate our union's publications into two: this and the op-ed one, *Voices in the Union*. I will be responsible for the *Newsletter* while Don Weinberg will edit *Voices*.

As indicated on the masthead here, the *FSFCCP Newsletter* will contain news about the activities of our union as well as official announcements from it, and the articles will come from union leaders. In contrast, opinion pieces from members will appear in *Voices*. This new bifurcation represents a need to distinguish between official Federation positions and individual views of members, the latter often differing from the union's approach to various issues. Another advantage is that Federation-related news has proliferated to the point that two publications and two editors is a sensible division of labor. In truth, this publication is likely to be more staid while *Voices* will probably be more free-wheeling, but the news on these pages will surely be significant for members' working lives.

Rep Council will soon be taking up a suggested set of guidelines designed to flush out (1) what counts as "news" or "reporting" as opposed to what counts as "op-ed", and (2) who counts as a union "leader" as opposed to a back-bencher. Needless to say, any decisions made there will appear in this publication.

If you have suggestions about editorial policy here, feel free to convey them to me. And readers may be assured that I will *not* be using a column such as this one to offer my views on a regular basis!

Richard Keiser

(Education to Go, cont. from p. 1)
 courses in its Continuing Education brochure.

The offering of CCP courses without a CCP “instructor of record” is a violation of the FT contract, Article XXIV. E., which reads, “No distance education sections shall be instructed or conducted unless the College instructor of record is a member of one of the two faculty bargaining units of the Federation.” The Federation has filed a grievance on the administration’s action in creating this program. The purpose of the contract clause is to ensure that all the College’s courses –both credit and non-credit (credit-free)–

- are developed and or planned by faculty who are CCP employees; and
- are taught, or overseen, by these faculty.

In other words, the contract language guarantees the integrity of the College’s offerings.

CCP will not receive FTE’s from the state for these courses because they are not in compliance with Pennsylvania’s Act 335, which mandates, among other requirements, that courses receiving state funding have course descriptions on file and be taught by faculty who are College employees.

According to the staff member, student tuition for an “Education to Go” course is \$79 per course; CCP will make a profit of \$30-\$40 on each student who takes one of these courses. The staff member did not have information on how the non-CCP instructors are paid. Courses are six weeks in length and began August 17, 2005.

To learn more about CCP’s “Education to Go” program, go to the CCP home page, and then click on “online noncredit courses,” to see the list of courses, the course syllabi, and the names of the non-CCP faculty members. Courses are available in Languages; Math, Philosophy, and Science; Art History, Psychology and Literature; Writing and Publishing; Law and Legal Careers; Business Planning; Sales and Marketing; Accounting; Business Administration and Management; Health Care, Nutrition, and Fitness; Digital Photography and Digital Video; and in a variety of computer-related topics, including Computer Programming and Database Management.

When Federation representatives asked why the College did not ask CCP faculty to develop these courses, the staff member responded that it is too expensive to pay faculty to develop online credit-free courses and to keep them current. He said he believed that CCP faculty do not have the expertise in popular areas such as Total Quality Management, Project Management, or Computerized Numerical Control, and that CCP’s Full-Time Faculty, in particular, do not have the time to teach these courses.

When asked whether the courses are in competition with the College’s own instructor-led credit and credit-free courses, for which the College receives state FTE funding, the staff member said he believes the “Education to Go” courses complement the College’s existing offerings. He stated there is no conflict, since some students do not want a classroom experience.

According to the staff member, the College is hoping businesses will set up contracts with CCP and “Education to Go” to supply their employees with needed education and training.

- The state of Pennsylvania has allocated \$22 million to provide Guaranteed Free Training to employers through the WEDnetPA (Workforce and Economic Development Network of Pennsylvania) program. To set up a WEDnetPA program, an employer needs to have an educational partner (a community college or SSHE University), and the training program must be approved by the state. The employer can then choose a vendor of courses, e.g., a community college, SSHE university, or a vendor, such as “Education to Go,” and decide whether the training is to be instructor-led or online.
- The WEDnetPA brochure for employers, prepared by the state of Pennsylvania’s Department of Community and Economic Development, strongly implies that the faculty of community colleges and of SSHE’s universities will play an active role in planning and teaching these courses. On the contrary, the arrangements made by CCP – to use “Education to Go” for these courses – give no role to CCP faculty in either the planning or the teaching of these classes and give the lie to the promise implicit in the state’s WEDnetPA brochure.

- According to the CCP staff member, many employers do not want to give employees time off for training, and thus prefer online courses, which an employee can take on his/her own time. In other words, not only do these employers not want to pay for the training itself; they also do not want to give employees the time off to be trained, which would require payment of a replacement, and prefer online courses so employees can take the courses either during their lunch hours or at home.

The College is also hoping that members of the general public will take the courses.



(Fed Leaders Reviewing FT Salaries from 9/02 on, cont. from p. 1)

Review of the salaries of new FT faculty has been delayed because the administration resisted the Federation’s efforts

- to treat each new FT faculty member the same as those FT faculty already at the College at the time of the contract settlement were treated;
- to place new FT faculty in the proper rank, in accord with the FT contract; and
- to obtain the application form and resume for each new FT faculty member so that the prior experience of each can be evaluated both (1) accurately and (2) consistently with the

evaluation of the prior experience of each other FT faculty member.

As a result, the Federation took these issues to arbitration and, in January, 2005, Arbitrator J. Joseph Loewenberg ruled in the Federation's favor that the College administration must

- supply the Federation with the application form and resume of each new FT Faculty member so that the Federation can check the rank assigned at time of hire and the 2005 – 2006 Target Salary for each of them;
- use the same method of calculating Target Salary for FT Faculty hired after the contract settlement in 3/02 as had been used for FT Faculty already in the FT Faculty Bargaining Unit at the time of the contract settlement; and
- comply with the FT contract in setting Rank for new V-VIII FT Faculty.

The Federation still has the right to return to Loewenberg for decisions

- on how salary and rank will be set for new FT Faculty members who entered the FT Faculty Bargaining Unit as a result of VL reclassification (“grandfathering”), and
- on disputes over the Target Step and Rank for individual faculty members hired in 9/02 or since.



**FEDERATION PRESSES
ADMINISTRATION TO GIVE
REMEDY IN INITIAL
SALARIES GRIEVANCE**
*by Karen Schermerhorn and
John Braxton*

The Federation has scheduled an additional hearing for October 31, 2005, with arbitrator Scott Buchheit on remedies in the Initial Salaries grievance.

The 39 faculty the Federation believes are due a remedy in this case – all hired between February 15, 1996 and August 31, 2001 – have been asked to review both the Federation's and administration's analyses of their rank and initial salaries at their time of hire, and to provide the Federation with any additional information they believe to be relevant, as the Federation prepares to return to the arbitrator in this case. The Federation will be returning to the arbitrator

- to contest the administration's contention that FT Faculty who entered the FT Bargaining Unit as a result of reclassification (“VL Grandfathering”) are not owed a remedy; and
- to contest the administration's denial of remedies in individual cases.

This grievance was filed on December 10, 1998, when the Federation learned that the administration was not following its own policy on setting the salaries of new FT faculty. What the Federation believes to have been a long-standing policy had been set forth in a memo by then Assistant to the Vice President for

Academic Affairs Helen Gilmore on February 15, 1996.

At first, the Federation filed a grievance on the administration's not counting Visiting Lecturer service as full-time teaching in calculating the salary of a reclassified ("grandfathered") Visiting Lecturer when the VL entered the FT Faculty Bargaining Unit. Soon afterward, the Federation expanded the grievance to include the administration's failure to count VL service in the hiring of all FT faculty, not just those being reclassified from a VL position. When the Federation asked the administration for the names of faculty whose VL service had not been counted, the administration stated that it would respond to individual cases when the Federation identified them. Finally, the Federation expanded the grievance to cover all FT faculty whose initial salary or rank had not been calculated correctly.

Since the administration would not give the Federation information on those whose VL service had not been counted, the Federation, as part of the 2001-2002 negotiations, asked each faculty member to supply information on the following as of date of hire: initial salary, initial rank, and prior experience. Dan Jacobson, a member of the FT Negotiating Team, entered this information into the data base that the FT Team was already preparing for the purpose of negotiating a FT Salary Schedule. At first, the Federation identified approximately 130 FT faculty whose initial salaries and/or rank had been improperly set, according to the policy in the "Gilmore memo." The first arbitration in this case was held in December, 2002. Arbitrator Buchheit's

decision, received in May, 2003, limited the remedy in the case to 39 faculty hired after the Gilmore memo was written (February 15, 1996) and before the Salary Schedule took effect, on September 1, 2001.

At this point, the administration attempted to avoid complying with the arbitrator's award by arguing that the Federation, in negotiating the Salary Schedule, had forfeited its right to seek remedies for the 39 faculty in this case. After a second arbitration hearing, held on October 15, 2004, Buchheit ruled in November, 2004, that the administration must pay back pay in January, 2005, where it agreed with the Federation that a faculty member was owed a remedy.

The Federation had previously given the administration a list of the 39 faculty, together with the amounts it contended were owed to each. When the administration responded to the Federation's contentions, in February 2005, it divided the 39 faculty into four groups:

- 8 faculty who, the administration agreed, were owed back pay, where the administration also agreed on the amount owed;
- 7 faculty who, the administration agreed, were owed back pay, where the administration did not agree on the amount owed, but had agreed to pay what it believed was owed;
- 13 faculty who, the administration believed, were not owed any back pay; and
- 11 faculty, reclassified into the FT Faculty Bargaining Unit after having served as

Visiting Lecturers who, the administration believed, were not owed any remedy.

The 15 faculty members in the first two groups received back pay on March 18, 2005, and their retirement accounts were credited with the College's 10% contribution (as well as the faculty member's 5% contribution) on April 27, 2005.

Despite repeated requests, the Federation has still not received information from the administration, showing the calculations by which the amount of back pay was arrived at, or the calculations according to which the retirement contributions were arrived at. These requests for information will be aired with Buchheit at the time of the arbitration hearing, if the administration has not complied with them by then.

In addition to the 39 faculty who, the Federation contends, are owed back pay, there are also six faculty members who were underranked at the time of their initial hire who are not owed back pay but whose rank at time of hire must be corrected.



**CHANGES IN LEADERSHIP,
NAME MARK 2005 PaFT
CONVENTION**
*by Karen Schermerhorn and
John Braxton*

The PaFT Convention of June 24 - 26, 2005, was noteworthy for the changes it brought to the State Federation:

- The PaFT adopted a new name: **AFT Pennsylvania**, and
- **Ted Kirsch**, President of the Philadelphia Federation of Teachers, was elected President of the State Federation; he succeeded **Al Fondy**, former President of the Pittsburgh Federation of Teachers, who had been PaFT President for nearly 25 years and who died on May 18, after a long illness. The **PaFT Albert Fondy Legacy Award** was presented to AFT Executive Vice President, **Antonia Cortese**, for her many years of work on behalf of the AFT.

Attending the Convention were **representatives of the following colleges in Pennsylvania**: Bucks, Montgomery, Northampton, and Philadelphia Community Colleges, and Temple University. **FSFCCP delegates** were: Ruth Baker, John Braxton, Karen Schermerhorn, Frank Bartell, Linda Evans, Barry George, Ken Moberg, Carline Rucker, and Evan Seymour, and **alternates** Richard Keiser, Mark Kimmelman, and Pascal Scales.

The Faculty and Staff Federation of CCP was one of many locals awarded the **Committee to Support Public Education Award** because of our local's very active role in the 2004 Presidential Election. (The Committee to Support Public Education is the political action arm of the State Federation).

Bob Casey, Jr., Pa. State Treasurer, addressed the Convention's Saturday

luncheon, and the delegates voted to **endorse him for U.S. Senate** in the election to be held in November, 2006.

State Representative Larry Curry (D-Montgomery) addressed the Higher Ed Workshop, explaining his opposition to **HR 177, the Academic Bill of Rights** [it was later approved by the Pa. House]. Curry, a former faculty member, told of his efforts to organize other legislators to oppose HR 177, which would insert politics into the classroom.

The Convention approved a number of **Resolutions** including two introduced by the FSFCCP:

- **a Resolution on access to community college education**, which took note of the increasing tuition at community colleges in Pennsylvania, and called on the state legislature “to restore community college funding on a per-student basis for fiscal 2005-2006,” and
- **a Resolution on equity pay and benefits for part-time faculty**, which called on the legislature to provide funding for this purpose.

Other **Resolutions** included:

- **a Resolution on Unity and Solidarity of the Labor Movement**, calling for “a unified and strengthened labor Federation by fully affiliating each and every union within the ranks of the AFL-CIO at the local, state, and national levels”;
- **a Resolution reaffirming the AFT Pennsylvania’s opposition to school**

vouchers, and stating the organization’s opposition to “any ‘school choice’ laws, plans, or programs that would send tax dollars into private or religious schools in Pennsylvania” or elsewhere in the U.S.;

- **a Resolution reaffirming the AFT Pennsylvania’s support for full state funding for charter schools**, for 100% certified teachers in charter schools, for holding charter schools “to the same standards of performance as other public schools,” and for the “provision of full collective bargaining rights for all charter school employees.”
- **A Resolution on “No Child Left Behind”** was referred to the Executive Council because of difficulty in wording the concerns of K-12 teachers who teach non-English-speaking students; according to NCLB, these students are expected to make the same yearly progress as English-speaking students.

The Convention also voted to **increase AFT Pennsylvania per capita payments from locals** by 25 cents per month, beginning 9/1/05, and again on 9/1/06.

Karen Schermerhorn, FSFCCP Co-President, was reelected **Vice President for Colleges**, and was appointed to the AFT Pennsylvania Executive Committee and Committee to Support Public Education.



**HIGHLIGHTS OF
REPRESENTATIVE COUNCIL
AND GENERAL MEMBERSHIP
MEETINGS**

by Karen Schermerhorn

At its meeting on **December 7, 2004**, the **Representative Council**

- adopted the **Federation Budget for 2004-2005**;
- approved a **Fair Share Amount for 2005** of 86.75% of Federation dues, based on preliminary drafts of the Audit and Fair Share Audit; acceptance of these audits was postponed pending receipt of final copies;
- approved purchase of **two computers for the Federation office for a combined total of up to \$1500**;
- accepted the Executive Committee's recommendation on **Federation Released Time for Spring 2005**: Schermerhorn – Co-President – 3; Braxton, Co-President – 1; Baker, Secretary – 1; Majewicz, Treasurer – 2; and 1 section for each of the following: Bartell and Scoles, FT Unit Co-Chairs; PT Co-Chairs, when Federation Election Report is approved; Cochran, FSFCCP Grievance Chair; and George and Evans, Equity Campaign. CE Co-Chairs, Massenburg and Rucker, receive 1 section each of Federation Extended Time;
- approved a donation of \$250 to **Temple Urban Archives**, which is accepting additional Federation records into its archives;

- approved a contribution of \$250 to the **Pa. AFL-CIO Essay Contest**; and
- accepted the recommendation of the Federation's Communications Committee that the **Federation Newsletter be divided into two separate publications, an official organizational newsletter with news and reports of Federation activities, and another publication for member commentary and opinion pieces**. It was announced that editors are needed for both publications.

At its meeting on **January 11, 2005**, the **General Membership**

- approved the **Federation Budget for 2004-2005**; and
- passed a motion **urging the administration to reconsider its decision to discontinue the Health Information Technology Program**.

At its meeting on **January 25, 2005**, the **Representative Council**

- accepted the **Final Report of the Federation Elections Committee**;
- elected **Geoff Schulz** to the position of **Chair of the Representative Council**;
- elected **Jim Cochran and Roger Garbett** as **Spring Garden Campus Representatives to the Federation's Executive Committee**;
- approved closing nominations for the position of **Community Services Campus Representative (Kathy Asbury and Linda Evans)** were nominated; in accordance with the Bylaws, the election is to occur at the next Representative Council meeting);

- accepted the **Federation Audit and Federation Fair Share Audit**;
- approved a recommendation of the Executive Committee **to hire a temporary employee for a few weeks on a trial basis**;
- approved **an additional amount of \$206 for the purchase of two PC's for the Federation Office**;
- voted to take to arbitration the case of the termination of a Classified Employee, **Stephanie Booker-Coulibaly** without due process;
- appointed **Nicole Duncan-Kinard (Library) and Elaine FeinCalvin (English)** to the **Faculty/Staff Scholarship Committee (the scholarship has now been renamed the College Scholarship for Academic Excellence)** for terms expiring in January 2008;
- appointed **Ellie Cunningham (English), Julie Deutschman (Education) and Jean Forsha (Nursing)** to the **Federation Memorial Scholarship Committee** for terms expiring in January, 2007;
- appointed **Pascal Scoles (FT-BHHS) and Linda Evans (PT, GED, English)** to the **Search Committee for the Dean of Adult Community Education**;
- approved **a contribution of \$200 to support a Conference of Educators to Stop the War**, a project of U.S. Labor Against the War; and
- accepted a recommendation of the Co-Presidents **that the Federation agree to send representatives to a "Win Win" bargaining training program.**

At its meeting on **February 15, 2005**, the **Representative Council**

- elected **Kathy Asbury as Campus Representative from Community Services**;
- adopted a recommendation from the Executive Committee that **Ruth Reber be hired as a temporary employee for the remainder of the Spring semester, for 20 hours per week, at a rate of \$17 per hour**, since the Federation's Office Manager has had to take extended leave because of her own health and the illness of a family member;
- voted to purchase **four tickets, for a total of \$500, from the Political Action Fund, to a fundraiser for State Representative James R. Roebuck (D-Phila.)**, who is also a CCP Board member;
- voted to pay for one-half the cost of a bus to Harrisburg **for Lobby Day, April 5, 2005**, or for the full cost of a bus, if two buses are needed;
- accepted the **timeline for the Faculty Council on Education election**;
- accepted a **revision to the Bylaw on the Newsletter**, clarifying the distinction between the official organizational *Newsletter* and the publication to include member commentary and opinion pieces;
- made suggestions **for changes to the Federation logo**, to be reviewed at the next Representative Council meeting;
- called for **volunteers for the Philadelphia AFL-CIO Rapid Response Program** to provide union representation at rallies and other labor-related events; and

- approved a contribution of \$200 to the **Pennsylvania Transit Coalition**, organized by the Philadelphia AFL-CIO to lobby the Pennsylvania legislature for reliable funding for mass transit.

At its **March 15, 2005, meeting**, the **Representative Council**

- approved a motion to **reschedule the next Representative Council meeting from April 5, 2005, to March 31, 2005, because of Higher Ed Lobby Day on April 5;**
- appointed three representatives to the **Ad Hoc Committee on Governance: Frank Bartell, Co-Chair, FT Unit; Carline Rucker, Co-Chair CE Unit; and Aram Terzian, Co-Chair, Faculty Council on Education;**
- appointed **Eric Massenburg and John Hairston** as Federation representatives to the **Search Committee for a Vice President for Student Affairs;**
- appointed **Roger Garbett and Noelia Rivera-Matos** as Federation representatives to the **Search Committee for a Chief Information Officer;** and
- approved a motion to circulate a flyer advertising a speaker, a **veteran of the U.S. military who has recently refused reposting to duty in Iraq.**

At its meeting on **March 31, 2005**, the **Representative Council**

- took note that the **Representation Election for the FT Unit** had been held on **March 31, 1970**, and that **March 31, 2005 is the Federation's 35th anniversary** (a birthday cake was enjoyed by all);

- approved **increasing the hours of Ruth Reber on a temporary basis** to between 20 and 37.5 hours per week, because the Federation's office manager was taking an extended period of unpaid leave;
- appointed **Don Bowers, Fred Dukes III, John Howe, Charlene Leaver, Deborah Rossi, Evan Seymour, and Alison Tasch** to an **Ad Hoc Committee to draft a proposal for an Academic Affairs Hearing Committee**, parallel to the Judicial Hearing Committee;
- approved a motion **to continue the Federation's affiliation with U.S. Labor Against the War**, a coalition of unions and their members; **to contribute \$200;** and **to encourage individual contributions;**
- voted **to contribute \$200 to Take our Daughters and Sons to Work Day**, scheduled for April 29;
- approved **the purchase of one ticket @ \$35 and a contribution of \$65 to Workers' Memorial Day**, also scheduled for April 29;
- voted **to contribute \$100 to the All Star Labor Classic**, a charitable event that benefits the United Cerebral Palsy Association; and
- to go on record **in opposition to Social Security privatization.**

At its meeting on **April 26, 2005**, the **Representative Council**

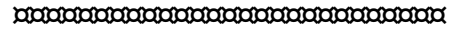
- voted **to continue Ruth Reber as a temporary employee at 20 hours/week for three weeks each month** to continue to work on the Federation's files;

- accepted the **preliminary report of the election for the Faculty Council on Education;**
 - voted to **endorse and contribute to the campaign of Joyce Eubanks**, a candidate for the Court of Common Pleas; **to endorse and make a contribution to the campaign of Beverly Muldrow**, a candidate for the Municipal Court of Philadelphia; **and to contribute to Michael Veon, Democratic Whip in the Pa. House**, who has worked to increase state funding for Community Colleges. The Council voted to make **a contribution of \$250 to each;**
 - set **Tuesday, June 14, at 2 PM**, as the time for **its next meeting;**
 - approved **Federation Released Time for Summer and Fall 2005**, as follows:
 - **Summer I:** one course of released time to each -- John Braxton, Co-President; a PT Co-Chair; Barry George – Equity Campaign; and Linda Evans – Equity Campaign;
 - **Summer II:** one course of released time to each – John Braxton, Co-President; and a PT Co-Chair;
 - **Fall 2005:** Karen Schermerhorn, Co-President, 3 sections; John Braxton, Co-President, 1 section; John Majewicz, Treasurer, 2 sections; Ruth Baker, Secretary, 1 section; and one section to each of the following: Frank Bartell and Pascal Scoles, FT Co-Chairs; Mark Kimmelman and Ken Moberg, PT/VL Co-Chairs; Jim Cochran, Grievance Chair; and Linda Evans and Barry George, Equity Campaign. CE Co-Chairs, Eric Massenburg and Carline Rucker, each receive one section of Federation Extended Time;
 - voted to accept *Voices in the Union* as the name of the **new Federation publication for member comment and op ed pieces; Donald Weinberg** (English) has agreed to serve as **Editor;** and
 - approved **a contribution of \$100 to a Philadelphia AFL-CIO event, a presentation by Bill Fletcher**, a former assistant to AFL-CIO President John Sweeney and an advocate for rebuilding the labor movement.
- At the **General Membership Meeting on May 5, 2005**, the membership
- elected the following as **Delegates and Alternates to the Pennsylvania Federation of Teachers Convention, June 24 – 26, 2005**, in addition to **General Officers who, according to the Federation’s Constitution, may serve as Delegates if they wish.** General Officers who elected to serve were **Ruth Baker, John Braxton, and Karen Schermerhorn.** Delegates elected were: **Frank Bartell, Linda Evans, Barry George, Ken Moberg, Carline Rucker, and Evan Seymour.** Alternates elected were: **Mark Kimmelman, Richard Keiser, and Pascal Scoles.**

At its meeting on **June 14, 2005**, the **Representative Council**

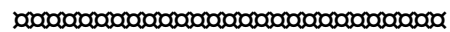
- **voted not to take to arbitration the case of the non-renewal of Karma Pace**, a non-tenured FT Faculty member in the Biology Department;
- approved taking to arbitration **the case of Garvin Poole, a Rank A Instructional Aide to be laid off effective 9/1/05, when the Electronics Department will be discontinued** (although Poole has worked as an Instructional Aide in Electronics for 33 years, and the Physics/Engineering Department recommended that he be accepted in their Department effective 9/1/05, with the stipulation that Poole obtain his Associate's degree by two years from that date, the administration rejected his application for transfer to that Department; it also rejected his application for transfer to the Academic Computing Department);
- heard a report that a settlement had been reached in the case of **Stephanie Booker – Coulibaly** (see January 25, 2005 meeting, above);
- accepted an **Interim Report on the Election of the Faculty Council on Education**;
- appointed the following as **Federation delegates and alternates to the Standing Committees and IWC**: [see list on p. 15 of this *Newsletter*];
- appointed the following to the **Judicial Hearing Committee: Delegates – Kathleen Harter, Brenda Hunt, Susan Peterson, and Deborah Rossi; Alternates – Carmen Colon, Waverly Duck, Carol LaBelle, and Paula White**;
- appointed the following to the **Student Appeals Committee: Lawrence MacKenzie** for a term expiring 9/07; and **Nicole Duncan-Kinard** for a term expiring 1/08; current Federation representatives already on the committee are **Carmen Serrano** (term expires 1/06); **Barbara McLaughlin** (term expires 9/06); and **Jacqueline Akins** (term expires 1/07);
- appointed the following as **Federation delegates to the College-wide Health and Safety Committee: Delegates: Robin Krefetz; Denis Michalski; James Murtha; Carline Rucker; Margaret Stephens; and Mary Yannuzzi; alternates are Ola Bailey, Nicole Duncan-Kinard, Theresa Marsh, and Eric Massenburg**;
- appointed **Fred Goldberg, John Majewicz, and David Santos** to a committee **to explore the feasibility of electronic voting in Federation elections**;
- accepted **a number of 14-week sections totaling 10.9% of the total number of sections offered during Summer 2005**;
- voted to ratify the Executive Committee's decision **to contribute \$100 to Working Women's Awareness Week, sponsored by the Coalition of Labor Union Women**;
- approved **payment expenses for the April 5, 2005, Lobby Day totaling approximately \$700** (bus, refreshments on the bus, interpreter for deaf student), with the administration paying an equal amount;

- voted to continue **membership in Jobs with Justice and to pay membership dues of \$1080;**
- voted **to contribute \$200 to support the Labor Day Parade, Monday, September 5, 2005;**
- approved **purchase for \$100 of an ad in the banquet booklet commemorating the retirement of Jim and Aggie Moran**, long-time activists **PhilaPOSH**, the Philadelphia Area Project on Occupational Safety and Health;
- voted **to contribute \$250 to the CCP Foundation** to purchase an ad in the **“40 Leaders Breakfast” publication** (FSFCCP Co-President Karen Schermerhorn was chosen as one of the “40 Leaders”) marking **the College’s 40th anniversary;**
- approved a motion **to contribute \$100 to support a forum of Iraqi union leaders** to be sponsored by the Philadelphia AFL-CIO on June 24, 2005;;
- endorsed **Health Care Action Day, June 14, 2005**, and urged members to attend a health care rally in Center City after the Representative Council meeting, if time permitted;
- voted **to support City Council Bill #020516 to limit “predatory stores” such as Walmart;** and
- voted to ask members **to write to their State House Representatives to urge that they not support HR 177, the Academic Bill of Rights**, which gives a committee of Pennsylvania legislators the opportunity to introduce political considerations into academic matters in the classroom.



IN MEMORIUM: FRANK MOORE
by Pat Gregory

Frank D. Moore, former English Department Chair and friend to many of us, died at his home in Santa Fe, New Mexico on July 5th. After being diagnosed with cancer in his remaining lung, he underwent unsuccessful chemotherapy and radiation. A memorial service was held on August 18th in one of his favorite places in the world, Santa Fe’s genteel Hotel St. Francis. Thee friends honored him by assembling a photographic history of his life, reciting several of his published poems, sharing personal tributes, and listening to his favorite music. Because of Frank’s ashes, his beloved desert will bloom brighter. Because of Frank’s work at CCP, many of us are blessed with the understanding that the College can be a more gracious place.



NEED HELP WITH BANNER?

A group of faculty who are familiar with using Banner for class lists, attendance reports, grades, etc., have volunteered to help other faculty who are not familiar with the system.

Check the Federation’s website for the list of volunteers: www.aft2026.org



STANDING COMMITTEE APPOINTEES FOR 2005-2006

ACADEMIC AFFAIRS COMMITTEE Academic Support Sub-Committee

Delegates: Carmen Colon
Fred Dukes, III
Bettsy McCoubrey
Melanie Morningstar
Alternates: Ellie Cunningham
Renee Dabney
Carmen Serrano
Cynthia Walls

TECHNOLOGY COORDINATING COMMITTEE

Delegates: Frank Bartell
Gregory Bovasso
Nicole Duncan-Kinard
Jae Fisher
Diane Freedman
Dawn Janich
Stephen Jones
Noelia Rivera-Matos
Karen Schermerhorn
Betsy Shiland

ACADEMIC AFFAIRS COMMITTEE Curriculum Committee

Delegates: Carmine Esposito
Randy Libros
Rosemary McAndrew
Alison Tasch
Alternates: Lakshmi Gudipati
Annette Onema
Deb Rossi

INSTITUTION-WIDE COMMITTEE

Delegates: Atish Bagchi
Jim Cochran
David Prejsnar
Pascal Scoles
Alternates: Anne-Marie Keenan
Gary Mullin
Margaret Stephens

BUSINESS AFFAIRS COMMITTEE

Delegates: Judy Davidson
Robin Krefetz
Eric Massenburg
Carline Rucker
Alternates: Esther Luppino

STUDENT AFFAIRS COMMITTEE

Delegates: Francine Urquhart-Hamilton
Carol Jewett
Bridget McFadden
Susan Peterson
Alternates: Lenore Catalogna
Robert Rosenberg

As of 7/20/2005

September 5-10, 2005

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