

NEWSLETTER

Election Issue

LOCAL 2026, AMERICAN FEDERATION OF TEACHERS, AFL-CIO
1700 SPRING GARDEN STREET, PHILADELPHIA, PA 19130 Richard Keiser, Editor

(215) 751-8600 (215) 568-7599

The opinions expressed in this issue do not necessarily reflect those of FSFCCP or its officials.

FINAL LIST OF NOMINATIONS IN THE 2005 FEDERATION ELECTIONS

from the Federation Elections Committee:

Christine Coppa, Patty Goldentyer, Bronwyn Lepore, and Mark Piazza

The following is a list of all nominations in the upcoming Federation Elections which were received in the Federation Office as of Friday, October 21, 2005 at 5:00 p.m.

For more information on the Federation Election, including election timeline, rules, and sample ballots, see the Federation’s website, <http://aft2026.org>

Also on the website is the Federation Constitution, which contains further details about election procedures. In addition, copies of the election rules are available in the Federation Office, BR-63.

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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*. 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.

Deadlines for submission to the *Newsletter* 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 (no hard copy please) to 1700 Spring Garden St., Room BR-63, Philadelphia, PA 19130.

Office phone: 215-751-8600

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 December 2005. Please send all submissions to: rkeiser@ccp.edu by midnight on **November 30th, 2005**

A note from the editor:

This issue is a special one for the annual election of Federation officials. As such, it differs from the other *Newsletter* issues in that it includes opinions from members—provided those opinions are relevant to the election. All the remaining *Newsletters* will be reports or news articles from union leaders. Other than the election issue, opinion pieces from members will be published in *Voices in the Union*.

By now you will have received, both on the internet and in hard copy, a draft of the guidelines for the Federation's policies on the *Newsletter* and *Voices in the Union*. Please take time to read those guidelines, and feel free to express any reactions you might have. Rep Council will be making a decision on those policies.

Richard Keiser

FEDERATION POLITICAL ACTION COMMITTEE MEETINGS

by Evan Seymour, PAC Co-Chair

The FSFCCP Political Action Committee will meet next on two Mondays at 2:30 PM:

November 7th and

November 28th

in L1-41, the Library Auxiliary Classroom (go to the Information Desk, turn right and walk down the ramp; the classroom is all the way to your left, at the 16th Street windows).

We will discuss the upcoming letter soliciting FSFCCP members' contributions and past and future support for state and local political candidates. ■

**HELPFUL CHANGES FOR THE
FLEX SPENDING ACCOUNTS**
submitted by Karen Schermerhorn,
**from Agnes Trummer of the
Human Resources Office**

The college is changing the plan administrator for the Flexible Spending Accounts to ADP, the FSA market leader for 20 years. ADP has the best array of benefit services including debit cards and employee web access, customer service and most importantly the best turn-around time for claims review and reimbursement – 24 hours. Starting in January 2006, they will offer:

- **Debit Cards** for Healthcare and Dependent Care Accounts which will be used as a credit card on the MasterCard network. For the Healthcare Accounts, employees will only pay once – no cash out of pocket, no paying twice, no waiting for reimbursement and no claims to file.
- For other accounts, **Daily** claims adjudication and **Daily** reimbursement; multiple claim submission options – mail, fax, debit card. Multiple reimbursement options – direct deposit, check, FlexDirect card.
- **Web self-service** – CCP branded website, detailed account information, direct deposit forms and claim forms, general information.
- **Interactive voice response 24/7;** CSR's available 8 AM to 8 PM

The Human Resources Benefits office will send informational brochures and open enrollment meetings announcement to all full-time employees very shortly. ■



**SETTLEMENT OF GRIEVANCE
ON RELIGIOUS HOLIDAYS FOR
12-MONTH FACULTY**
by Karen Schermerhorn

The following is the text of the Memorandum of Agreement, settling the FT Faculty grievance filed on behalf of some FT faculty who were denied the right to take Religious Holidays without having to count them as vacation days, in violation of a long-standing past practice. The settlement eliminates religious holidays but substitutes personal days/personal time for 12-month faculty, including Rank A Faculty, as well as for academic year Counselors and Learning Lab faculty, and Rank B Faculty. In addition, the settlement establishes a new procedure for vacation accrual for 12-month FT and VL faculty.

MEMORANDUM OF AGREEMENT

The following represents an agreement between the Faculty and Staff Federation of Philadelphia and the Community College of Philadelphia in settlement of a grievance filed by the Federation on October 18, 2004.

1. The College administration will grant paid leave for religious holidays to the following FT Faculty who have taken such paid holidays during 2003-2004, 2004-2005, and 2005-2006 (prior to the date of this agreement): 12-month FT and VL faculty, including Rank A

(continued on page 4)

(Religious Holidays, cont. from p. 3)
 faculty; academic year Learning Lab
 faculty and academic year Counselors;
 and Rank B faculty. Therefore, any of
 these employees who were required to
 use a vacation day for a religious holiday
 that they took in 2003-2004, 2004-2005,
 and 2005-2006 will have this vacation
 day(s) restored.

2. Commencing September 1, 2004, paid
 leave will no longer be allowed for
 religious holidays.

3. It is recognized that the College
 benefits from a policy that allows faculty
 to be absent occasionally for personal
 reasons. Therefore, commencing
 September 1, 2005, all 12-month FT and
 VL faculty specified in paragraph 1,
 above, will be granted two (2) Personal
 Days per year, and all academic year 35-
 hour or 37.5 hour per week FT and VL
 faculty will be granted a proportional
 number of the two Personal Days
 prorated for the amount of the 12-month
 year worked. Personal Days will be
 computed in terms of hours, as follows:

Calendar year faculty – 35 hours
 per week: 14 hours
 Calendar year faculty – 37.5
 hours per week: 15 hours
 Academic year faculty – 35
 hours per week: 9 hours
 Academic year faculty – 37.5
 hours per week: 9 hours

4. Personal time normally requires
 supervisory approval, which may not be
 unreasonably withheld. Personal time
 does not require prior supervisory
 approval if taken in emergency
 situations. If an Employee has not taken
 his/her personal days or any part thereof,
 by April 1 in the case of these faculty
 who work on an academic year basis, or
 by August 1 in the case of these faculty
 who work on a 12-month basis, because
 of previous denials by supervisor, such
 employee may take his/her leave in April
 or August, at any time upon giving the
 supervisor one (1) day's prior notice.
 Personal days cannot be carried over
 from year to year.

5. The Federation will agree to the
 change in procedure by which 12-month
 FT and VL faculty earn, and take,
 vacation days. These employees will
 accrue two days of vacation each month
 to a total of 23 vacation days per year.
 They will be allowed to borrow vacation
 time in advance, if approved by the Dean
 and Department Head; such approval
 shall not be unreasonably withheld.

6. The Federation will withdraw its
 grievance of October 18, 2004, on the
 violation of past practice in allowing
 absences for religious holidays. ■



LIST OF NOMINATIONS, CONTINUED FROM PAGE 1**GENERAL
OFFICERS****Co-Presidents**

John Braxton
Karen Schermerhorn

Secretary

Ruth Baker

Treasurer

John Majewicz
Jack Topiol

CE CO-CHAIRS

Eric Massenburg
Dennis Michalski
Cynthia Reid
Carline Rucker

FT CO-CHAIRS

Frank Bartell
Pascal Scoles
C. Donald Weinberg

PT/VL CO-CHAIRS

Mark Kimmelman
Ken Moberg

CE REPS

Academic Affairs
Georgianne Lawton

AFATC

Darryl Holmes

Buildings and Grounds

Roger Garbett
Mike Nixon

Counseling

Eileen Swartz

Library

Gil Gonzales

FT REPS**Academic Computing**

Don Friel
Julieta Thomas

Art

Brian Seymour

Automotive Tech

Lori Johnson

Biology

Ola Bailey
Rick Hock

Behavioral Sciences

Gregory Bovasso

Chemistry

Robert Melucci

CIS

Fred Goldberg

CLT/RCT

Frank Alsis

Counseling

Fred Dukes III
Bridget McFadden

Design Tech

Tom Hughes

Dietetics/MAOM

Dorothy Koteski

Econ and Acct

Dennis Gentekos
Jack Topiol

English

Ned Bachus
Larry Bailis
Jim Cochran
Ellie Cunningham
Clint Gould
Steve Jones
Richard Keiser
Sheila Pearl
Susan Peterson
Judy Richards
Pairat Sethbahkdi
Evan Seymour
Carol Stein

Foreign Language

Lucy Aghazarian

History and**Philosophy**

Jacqueline Akins
Elizabeth Healey

HIT

Betsy Shiland

Hosp Teck/Mktg Mngt

Nancy Carr
James Healey

Learning Lab

Mary Yannuzzi

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*(Nominations,
cont. from p. 5)*

Library

Rosemary McAndrew

Mathematics

Atish Bagchi
Dan Jacobson
Geoff Schulz

Photographic Imaging

Jon Spielberg

Physics

Wojciech Alex Gontar

Social Science

Ed Marrits
Gary Mullin

PT/VL REPS

ABE

Gail Harrington

Biology

Edward Taylor

CIS

John Crowe
Bill Ey
Anthony Hearn
Barbara Hearn

Counseling

Betty McCoubrey

English

Barry George
Mark Kimmelman
Charles Riordan
Robert Simonson

Foreign Languages

Lenore M. Catalogna

History and Philosophy

Sue Ellen Liebman

**Marketing/
Management**

Robert Stelling

Mathematics

George McCasland

Social Sciences

Kathy Asbury
Jay Longshore
Kenneth Moberg

CE

No Nominations In:

AFATC
Business Office
Computer Center
Registrar
Student Life

FT

No Nominations In:

Dental Studies/DMI
Music
Nursing
OA

PT/VL

No Nominations In:

Academic Computing
Art/Photo Imaging
Auto Tech
Behavioral Science
Business & Industry
CAL

Chemistry

CLT/Diet

Dental Studies/DMI

Design Tech

Dietetics/MAOM

Econ and Acct

GED

HIT

Hosp Tech

Learning Lab

Library

Mktg Mngt

Music

Non Credit

Nursing

OA

Physics

RCT



**JOINT STATEMENT FROM THE INCUMBENT GENERAL OFFICERS,
CANDIDATES FOR RE-ELECTION**

**John Braxton, candidate for Co-President
Karen Schermerhorn, Candidate for Co-President
Ruth Baker, candidate for Secretary
John Majewicz, candidate for Treasurer**

We are writing again to ask for your support as General Officers in the Federation Election. In the past year we have led the Federation to some significant victories, continued to move against some on-going obstacles, and met some new challenges.

I. Victories in the Past Year

A. Arbitrator's ruling in Full-Time/Part-time Ratio Case

In February the arbitrator in the Full-time/Part-time Ratio case upheld the Federation's major contention that the Administration could not indefinitely stall in complying with the Full-time/Part-time ratio clause. That clause requires that at least 60% of the credit sections be taught by Full-time and/or Visiting Lecturer faculty. At the time of the arbitrator's ruling, the Administration had fallen 109 full-time sections behind its contractual obligations--the largest ratio deficit the College had ever had. Because of the extremely high ratio deficit, the arbitrator ruled that the Administration could take three semesters---Fall 05, Spring 06, and Fall 06--to erase the deficit.

B. Arbitrator's Ruling in the First Part of the Curriculum Advising Case

In order to try to avoid its obligation to hire a larger number of Full-time and VL faculty, the Administration attempted to count each block of six hours of unpaid curriculum advising as a full-time section when calculating the ratio. If the Administration had succeeded with this approach, they would have been able to claim that they had erased the entire ratio deficit in one semester. Furthermore, the Administration would not have been required to hire any new Full-time faculty or any VLs for years, since they could claim that the hundreds of sections of unpaid advising put them well over the required 60%. The arbitrator, however, struck down the administration's contention in its entirety, saying that the administration had never won this change in negotiations and therefore it could not impose the change unilaterally.

As a result of these two rulings, the Administration will be forced to hire more Full-time faculty and/or more VLs to erase the deficit--which has now grown to a new record of 239 sections.

(continued on next page)

(Joint Statement from the General Officers, cont. from p. 7)

II. Ongoing issues

A. Second Part of the Curriculum Advising Case

The Federation believes that Curriculum advising is best performed by qualified faculty who have volunteered to do this work and who have been well-trained to give students the sound advice that they deserve. We are currently attempting to devise a settlement agreement with the Administration that would allow Full-time faculty more flexibility in choosing alternative forms of work in lieu of six hours of curriculum advising.

B. Initial Full-time Faculty Salaries

Due to an arbitrator's ruling involving initial faculty salaries, 15 Full-time faculty members hired before September, 2001, received back pay that the Administration had attempted to avoid paying. This case has been in process for many years, and has finally started to bear fruit. The administration is still refusing to acknowledge that 13 other FT Faculty are owed back pay and that 11 reclassified VLs are subject to the arbitrator's ruling. The Federation is pressing this case further with arbitrator Scott Buchheit.

C. Salaries of FT Faculty hired since contract ratification.

The Administration is still refusing to abide by the salary schedule for two groups of Full-time faculty: VLs who were reclassified into the Full-time bargaining unit since September, 2002, and some Full-time Faculty who were hired since September, 2002. These cases are continuing to be heard by arbitrator J. Joseph Loewenberg.

D. Adult Basic Education Pay Rates

The Administration is still not paying ABE teachers the contractual rate, so we are continuing to pursue this case.

E. Internal Communications and Organization

We have continued to make progress in updating and maintaining our membership database, in conjunction with the College's Banner system and the AFT's Membership Suite Software. Our website (www.aft2026.org) has seen increasing use by members for easy access to Newsletter articles, meeting announcements, contract language, and contact information. With the help of our Classified Employee Co-Chairs, we have started a thorough reorganization of the Federation office. We believe that these changes will make the Federation a stronger, more effective organization for all of our members.

(continued on page 9)

(Joint Statement from the General Officers, cont. from p. 8)

F. Newsletter Changes

In a significant change of policy, Representative Council voted this year to separate the publication of members' opinions from the official positions of the Federation. The official *Newsletter* will include news articles from leaders about developments related to established union policies. Opinion pieces from members or other personal articles will be published in a new publication, *Voices in the Union*. This separation will allow readers to more easily distinguish between official Federation positions and the views of members

G. Equity for Part-time Faculty

Despite the fact that the Advisory Committee on PT Faculty of the Joint State Government Commission held hearings to study the over-use and abuse of part-time faculty in the state's community colleges, there is no immediate break-through on the horizon. We will continue to pursue our three-pronged approach to try to make progress on this national problem: (a) enforcement of the ratio clause that requires the hiring of Full-time and VL faculty; (b) negotiating contracts that improve the pay and benefits of part-time faculty; and (c) lobbying for more state and city money for community colleges in general and specifically for money to improve part-time faculty pay and benefits.

III. New Challenges

In January the Federation and the Administration will open negotiations for three new contracts to replace the ones that expire on August 31, 2006. Because of our need to preserve our medical benefits and improve salaries, these negotiations will undoubtedly prove to be exceptionally difficult. We believe the four of us are a good team, and urge members to re-elect the current general officers and to become active in the coming campaign for fair contracts for all three bargaining units: the Classified Employees, the Part-time/VL Faculty, and the Full-time Faculty. •



**STATEMENT FROM JACK TOPIOL, CANDIDATE FOR TREASURER
Department of Economics and Accounting**

A SAMPLE OF ISSUES:

A: Two highest priority contract items for all of us:
(1) continue medical, dental, drug, all other fringe benefits; (2) no loss of real income

B: Part-time and visiting-lecturer faculty:

Problem:

John Braxton stated that the “destruction of full-time jobs at community colleges...” is the most important issue facing our union today. (Listserv 10/27/03.)

I agree; full-time employment, not parity, is the solution.

Proposed Remedy:

We should negotiate a change from the current 60/40 to 100/0 ratio, providing College discretion for limited defined exceptions.

C: Full-Time faculty:

Problem:

About 270 senior FT teachers experienced severe loss of real income resulting in a lowering of traditional living standards during the current five-year contract period.

Proposed Remedy:

No FT faculty member shall experience a loss in real income. Cost of living adjustment (COLA) shall be calculated by multiplying an appropriate rate by individual salaries: the same percentage increase for each member.

D: Classified Unit members:

Problem:

Together with the full-time faculty, classified members financed the creation, recognition, and benefits of the PT/VL group during the last 25-or-so years through smaller wage increases and higher dues assessments.

Our 264 classified coworkers are family people who deserve Federation support a lot more than do part-timers, perhaps 85% of whom are gainfully employed elsewhere.

Proposed Remedy:

Higher wages, lower union dues assessment, improved working conditions.

TOPIOL FOR TREASURER



**JOINT STATEMENT OF
FRANK BARTELL AND PASCAL (PAT) SCOLES,
INCUMBENT FT FACULTY CO-CHAIRS,
CANDIDATES FOR RE-ELECTION**

We are seeking the full time bargaining unit's support for reelection to a third term as your Co-Chairs. We are the first to hold the recently created positions of Full Time Bargaining Unit Chairs. During the two years of our tenure, we have represented the bargaining unit by defending the FT/PT ratio, by developing a more detailed position on the concerns of Curriculum Coordinators, by protecting release time for our unit and clarifying the six hours of mandatory curriculum advising, We have filed numerous grievances on behalf of our members when it appeared that provisions of the contract had been violated. Finally, we initiated special meetings of our bargaining unit, separate from the other units, in order to listen to and understand the concerns of ALL the full time faculty members.

Next year will be very critical. It is the last year of our contract. We believe our past two years of Union activity has put us in a unique position to analyze what has happened in the past five years and present a responsible and rational collective bargaining posture that attempts to take into consideration the wide diversity of faculty interests. We are committed to maintaining reasonable salaries and medical benefits, and to improving working conditions. We believe that salaries, medical benefits, the ratio and changes in working conditions will dominate the next negotiation.

As you formulate your opinions and make your decisions we want to let you know that our experience is not only restricted to day-to-day union work; we are also experienced negotiators.

Pat Scoles has a history of negotiation work with his most recent activity being on the administrative negotiation team of the Colonial School Board in Montgomery County. His background in counseling and human services puts him in a unique position to use his interpersonal skills to resolve difficult collective bargaining issues.

Frank Bartell was department head of Social Sciences for 8 years. In that position and as a union representative in many grievances, he had to develop negotiating skills. He is firmly committed to representing the interests of the entire Full-Time faculty, including those who felt that in the past, before the Co-Chair positions were created, their interests were not adequately represented. ◻



**JOINT STATEMENT BY ERIC MASSENBURG AND CARLINE RUCKER,
INCUMBENT CLASSIFIED UNIT CO-CHAIRS,
CANDIDATES FOR RE-ELECTION**

Please Vote

Your vote is your voice.
Voting lets you stop complaining about things.
Voting puts you in the game that counts most of all – democracy.
Those who vote demand respect.

In every election, some races are decided by just a handful of votes. The voters elect officials who make decisions that affect all of our daily lives. In this final year of the contract, it important the have experienced Co-Chairs and contract negotiators. Eric Massenburg & Carline Rucker have served on the contract negotiation team for the last two contracts. Eric Massenburg & Carline Rucker has served over the years on a variety of college committees. Also, Eric Massenburg & Carline Rucker are graduates of the Leadership Institute at Community College of Philadelphia.

Please Vote and Re-elect

**Eric Massenburg
&
Carline Rucker**

For Co-Chairs of the Classified Employees Unit



**STATEMENT BY DENIS MICHALSKI,
CANDIDATE FOR CO-CHAIR OF THE CLASSIFIED UNIT,
with an endorsement of Cynthia Reed for Co-Chair**

Hello, my name is Denis Michalski, since 1997 I have been the locksmith / sign maker, in the Facilities Department, and I am running for the position of Co-Chair of the Classified bargaining unit. Many people have encouraged me to run for this position, stating that it is time for a change in the union leadership. Members have expressed the following issues; they are upset that things are being given back to the college, grievances are taking too long to settle and their needs are not being met. Also copies of contract books are not finished, and complete details of the contract have not been shared. Job descriptions are being changed and duties added with no increase in pay. Postings of jobs no longer show complete details, and we must travel to 1500 Spring Garden Street to obtain them.

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(Denis Michalski election statement, cont. from p. 12)

My vision for the future is to allow department representatives to become more involved in union activities. Grievances should start at this level. People need to become more involved in union activities and share their philosophy with their fellow workers. Members need to obtain information easily. People in different areas have different problems, and therefore stewards from these areas should understand what needs to be done. Education is available to learn how to do this. A separate web site should be setup for the classified unit. We must bring back that feeling of friendship that made our jobs and work life enjoyable. More jobs are going outside. There is a sense of wanting to be appreciated and yet the College continues to bring in people from the outside. What happened to the job matrix?

Once again I ask your support in this election. What is really important is to VOTE. **Cynthia Reed** is also running for the other position of Co-Chair. I strongly support her positions. Even if you do not support us, please remember it is very important to vote. The management of this College is looking at low numbers in past elections. We were strong during the last strike. Let's let the management know our numbers are still **STRONG**. Please vote, your voice is needed.

Thank You! Please help in rekindling old ways. ■

STATEMENT BY GEORGE McCASLAND, CANDIDATE FOR PT/VL REPRESENTATIVE FROM THE MATHEMATICS DEPARTMENT

Please vote in the upcoming Fall 2005 election for Faculty Federation officers and departmental representatives. **I seek election as your departmental representative. My name is on the ballot. I ask for your vote.**

Consider me a source of information about the Union and the PT/VL contractual benefits. I'll be glad to meet you personally.

I stand for better working conditions **including:** /pay and benefit parity with FT faculty (equal pay for equal work); /more professional development activities for PT/VL faculty /full and unbiased consideration of PT faculty for VL and full-time faculty positions; /continuance of college-wide seniority.

My background includes:

- 10 years experience as a PT / VL representative for Electronics.
- 1 year experience as a PT/VL representative for Mathematics.
- Federation rep. on the Business and Industry Building Advisory Committee.
- Course development, Middle States Committee 14 and retention projects.
- Currently, PT instructor in Math and Math Specialist in the Learning Laboratory. ■

**STATEMENT BY KAREN BOJAR:
Jack Topiol for Treasurer**

I urge you to vote for Jack Topiol for Treasurer. With a background in accounting and economics, Jack is well qualified for the job. Although not happy with direction of the Union under the current leadership, Jack is a committed unionist who served as Treasurer in the Union's early days.

I do not agree with Jack on every issue, but think that his perspective represents the views of a significant number of Faculty and should be represented on the Executive Committee. Currently the Co-presidents and Secretary, all of whom strongly supported the 2000 contact settlement, are running unopposed. Thus, at least three of the four general officers will be supporters of the radical redistribution of the last contract. If Jack is elected, he will be a minority voice, but the voice of a minority that deserves representation.

I agree with Jack that the architects of the salary schedule went excessively far in their redistributive scheme. How can an organization call itself a union when approximately 50% of its members received yearly raises in the range of 1.3-2% while a relatively small number received huge increases—as much as 8-12% each year, according to tables provided by John Majewicz.

I think it is important the Jack be elected and also important for the union that John Majewicz not be elected. Given all the difficult issues we face, we do not need a union officer who engages in personal vendettas against those with whom he disagrees. As some of you know, Majewicz made phone calls and sent letters, including certified letters, to outside organizations in an attempt to defame me. I will not include the details but will be happy to send copies of all the relevant documents. If you would like to review this information before you vote, please contact me at 215-751-8331.

What was almost as distressing as Majewicz' vendetta was the failure of the Union leadership to condemn his actions. They chose to view Majewicz's harassment as "a dispute between two individuals." This was not a dispute between two Federation members; it was out-and-out harassment by a Federation officer against a Federation member. And, given the crude sexist slurs Majewicz used in referring to me, it was harassment with a gender dimension.

Many of us have been distressed by the "attack culture" of the Union and anyone who subscribes to the Federation list serve knows what I am referring to. Federation members have some very deep disagreements; we need to be able to voice our disagreements without being the target of vicious personal attacks from Federation officers.

A vote for Jack Topiol is a vote for inclusion of a range of voices on the Executive Committee and a vote against vindictive behavior unworthy of a union officer. ■

**STATEMENT BY ATISH BAGCHI:
Vote for the Least Harmful**

I shall vote for the following candidates:

Co-Presidents:	Braxton and Schermerhorn
Secretary:	Baker
Treasurer:	Majewicz, and
Full-time Co-chairs:	Bartell and Scoles

essentially because, they are the least harmful.

I urge everyone else to VOTE and VOTE IN THIS WAY, in view of the long-term interests of the students, the faculty and the institution.

I endorse the Baker and Majewicz wholeheartedly, although I have had disagreements with both.

Schermerhorn works extremely hard and no one can match either her commitment, or her dedication, or indeed her political tenacity. Braxton also works very hard. But, I do not support many of the policies they espouse, nor indeed do I care for the procedural irregularities that they engage in.

I shall provide some examples to illustrate my point.

At one past Representative Council meeting, Braxton spoke about an item not on the agenda and asked for a decision. Although I supported the cause and still do, I do not support this method of gathering support from the membership. At the last Representative Council meeting, both spoke against postponing a decision on policy-guidelines for this newsletter, despite the fact that an agreement had been reached to post the guidelines on the forum at the immediately preceding meeting. (The guidelines have been posted since the last Representative Council meeting). The various things that have been said about the exceptional status of the election-newsletter, strictly speaking, neither constitute precedence, nor indeed constitute a cogent argument. They are valiant efforts to have Representative Council support a certain decision made earlier by the Executive Committee, to make it appear as if it was arrived at democratically. Hence, the extreme reluctance and tardiness in posting the policy-guidelines to the forum.

Braxton spoke against receiving paychecks on the 1st and 15th of the month on the forum, on the ground that no one would then have to do the necessary work, although the 'work' had already been posted on the forum. At some proposals-committee meetings he spoke against calculating the FT/PT ratio using credit-hours, because this might possibly reduce the value of the deficit, thereby possibly allowing the administration to hire fewer full-timers. It is dishonest to choose computational schemes *after* deciding on a desirable

(continued on next page)

(Bagchi statement, cont. from p. 15)

answer. The method currently in use date from a time when computations were done manually, and exceptions were few and far between. Computers have made such computations utterly trivial.

Schermerhorn has supported both of these positions publicly, and, in addition, has publicly expressed opposition to removing inconsistencies from the contract, on the ground that such attempts draw the administration's attention to such inconsistencies. One consequence of this mode of operation is to allow the administration to unleash the advising horrors on students and faculty alike, not to mention the drain on financial and other resources, caused by the resulting grievances. Had the language in the contract not contained such inconsistencies, the administration could not have done this. I find all of these, as also the underlying Luddism, absolutely unacceptable.

But, I shall still vote for Braxton and Schermerhorn, because, to quote Rick Bojar, the alternative is too dreadful to contemplate.

Bartell and Scoles, to my knowledge, have done practically no work. Doing crosswords, when one is to chair a meeting, or not waiting for one's turn to speak, or holding loud conversations while a meeting is in progress, or contacting the part-time chairs to support positions that are not in the interest of the full-time unit, except perhaps for the D^2 , do not strike me as desirable traits. An analysis of the numbers from the last election seems to indicate that these candidates won because a certain body, referred to in the above as D^2 , an acronym for the 'Decrepit Dalliance', a name I use, in honour of the current editor's belief in my penchant for rhyming slang, voted for them en masse. While the majority, it seems, did not bother to vote. This body, at least one of whose founding members, apparently, a 'hunt' is likely to reveal as a 'witch', if one reads a previous post to the forum, in the same naïve spirit in which some references to a fairy-tale in one of my articles were construed, has views that go against the general long-term interests of the majority of the faculty, its current desire for unity notwithstanding.

Topiol is a candidate with whom one can have serious discussions on salaries, and he raised very important issues about salaries at meetings. Weinberg is also a candidate with whom one can have meaningful discussions on various issues, and he too raised very important issues. But as both have indicated their support for positions that I find untenable, I shall not vote for them, and urge everyone not to either.

One last word! Although it isn't mischief night today, it is still Halloween, and one must indulge, just a little bit. ■

IN MEMORIAM: CLIFFORD WAITERS

by Quinn Eli

When I heard that Clifford Waiters had died last spring—suddenly, sadly, unexpectedly—I got that awful feeling one gets when looking back on missed opportunities: there were more conversations I expected to have with Clifford, more debates about politics and race, more friendly conversations about families and students. I took for granted that such conversations would occur, in due time, over the course of many years. The realization that such conversations would never occur—not in this life, anyway—struck me as more than sad. It struck me as tragic. Because Clifford was a man of words, a person who demonstrated a verbal agility that was truly breathtaking, and the fact that he'd no longer be around to fill the halls with talk, with insights, with perceptive thoughts and theories, was a loss not just for me. It was a loss for anyone who knew him.

My history with Clifford was strange and mangled, hardly worth recalling in any detail. We were close for a time, then maybe not so close, but we always regarded each other with a kind of familial respect, I think, as though we were distant cousins, estranged members of some long lost clan. I suppose it's because my greatest ambition in life is to be what used to be called a "race man"—that is, an alert, engaged, committed observer of life's racial realities, and an activist for changes in America's racial status quo. I haven't yet fulfilled this ambition, but I'd like to think Clifford recognized some "race man" potential in me, and certainly he nurtured that potential. He did it, I suppose, because he was a race man, too. But unlike me, a fledgling, Clifford was a fully actualized race man. He had the courage to confront what others conveniently ignore about the racial disharmony that buzzes all around us, and he looked for everyday ways to correct what he viewed as everyday injustices. He didn't go for the big, heroic gesture; he went for the smaller, more resonant one.

For example, though he took a keen interest in all our students, he made a particular effort to attend to African-American students, especially those who were floundering, looking for direction, trying to find meaning in their lives. Clifford encouraged them, preached to them, lifted their spirits, and ultimately instilled in many of them an enduring sense of pride. Then those students marched off and made a meaningful contribution to their communities and to other black folks, and in that small way the world was improved.

Clifford was especially interested in providing mentorship for new black faculty. When I first arrived, in 1998, the guidance, helpfulness and wisdom he showed me was nothing short of paternal. Of course, it would be a saccharine overstatement to say I thought of Clifford as a father; but just as my own kids assume that I'll always be there to help them up when they fall, I always assumed that Clifford would be around to share with me the patient advice that I so often need. Without him, I'm on my own in this place, or at least that's how it feels. But the loss is not just mine. It's a loss for anyone who believes that a community of good people can do good things; when Clifford passed away, our community of good people lost one of its best. ■

HIGHLIGHTS OF REPRESENTATIVE COUNCIL MEETINGS

by Karen Schermerhorn

At its meeting on **October 11, 2005, the Representative Council**

- approved the list of changes to Election Departments proposed by Federation Secretary Ruth Baker;
- ratified a decision made by the Executive Committee to make a contribution of \$500 from the Federation's PAC Fund to Governor Ed Rendell in a fundraiser organized by the Federation's attorney, Bruce M. Ludwig;
- confirmed a decision made by the Federation's Executive Committee to co-sponsor "An Evening of Jazz Fusion and Dinner" with the Student Government Association;
- approved the following changes to Federation delegates and alternates on the Standing Committees and IWC:
 - Atish Bagchi, now a delegate on IWC, to become an alternate, and Margaret Stephens, now an alternate, to become a delegate; and
 - Elaine Atkins and Dawn Janich to be added as alternates to the Curriculum Sub-Committee of the Academic Affairs Standing Committee;
- approved a proposal to purchase two tickets, and a ½ page ad in the banquet booklet, for the PhilaPOSH Annual Awards Night, for a total of \$335;
- passed a motion approving purchase of two tickets and a ¼ page ad in the banquet booklet for the A. Philip Randolph Institute banquet, for a total of \$250;
- voted to contribute \$100 to Philadelphia Unemployment Project (PUP) for its ongoing work;
- voted to send a memo to the membership, encouraging them to donate to the United Way, and in particular, through donor option, to contribute to (1) Action AIDS; (2) the ALS Association; (3) Black United Fund of Pennsylvania; (4) Bread and Roses Community Fund; (5) Cheshire Home; (6) PhilaPOSH; (7) Philadelphia Young Playwrights Festival; and (8) Women's Way;
- approved a motion that the Federation co-sponsor a PhilaPOSH Workshop on Health and Safety, to be held this Fall; and
- voted to make a \$75 contribution toward, and to cosponsor, the Get-UP Film Festival (GET-UP is the Graduate Employees organizing committee at the University of Pennsylvania).

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

- approved the creation of a new Election Department, "Communications," for the Classified Employees' Bargaining Unit; and
- approved a settlement of the case involving Gabriel Yimesghen. ◻