



## California Community Colleges Classified Senate

To: Crafton Hills College and San Bernardino Valley College Classified Senates  
From: Debbie Weatherly, 4CS President  
Date: June 8, 2016  
Re: CSEA Amendment to Article VIII

Respected colleagues,

To provide a little history and context for those who may be unfamiliar with the current situation, here is a brief summary:

In early April, 4CS was contacted by an officer of the CSEA union to request our assistance in resolving an issue over appointments to hiring committees. We made contact at once, and listened to both parties and it was determined to have both sides summarize the issues how each perceived them, as well as the desired outcome for each party. They did both meet together once, but were unable to fully accomplish this task. We also sent a 4CS representative, Cari Plyley, to the campus to offer additional assistance. She was only able to meet with the Crafton Hills Senate as requests to meet with union members went unanswered. Then before further communication could take place, CSEA released the Amendment, a resolution that would effectively dissolve both senates, create a district committee and replace the senates with CSEA appointees.

The breakdown in communications is very unfortunate. Both campuses have clear governance policies (mandated by Title V and SBVC Governance Handbook) that give each organization rights to committee representation. It is important to note this for the following reasons:

- The assertion on the part of CSEA that the Classified Senate has usurped its rights is simply untrue as both organizations have guaranteed appointment rights.
- The governance policies at both campuses have recently gone through the governance process and thus cannot be nullified by a resolution. The policy would need to be changed and would require that both senates (and their constituents) would agree to such a change.

Final determination of any outcome by any committee is ultimately made by the administration. We, as classified staff, are guaranteed that we have input on matters that have significant impact for us (guaranteed input, not outcome). Therefore, this recent resolution submitted by CSEA will not change the make-up of committee members, nor will it change the input process. However, what it will do is alienate the very members that the organization purports to represent.

Senates and unions do not always have to agree on every detail, but we have found that healthy collaboration between both parties is beneficial to our constituent group. It is important that both perspectives be included in any committee work to ensure the best possible outcome for students and

for the institution. Our unions and our senates each may have their own viewpoint, which add much value to the important tasks of our campus committees. That is the basis for the education code that is included in your governance policies.

Therefore, 4CS must take a stance that does not support the Amendment, but supports the governance policies at both institutions. In addition, 4CS remains committed to finding a solution to help both organizations move forward in the interest of their constituents (who are, for the most part, the same individuals), the students at both campuses and the institutions themselves. Our hope is that the union leadership will join with us in this conciliatory effort.

In Your Service,

California Community Colleges Classified Senate Board

C:

Dr. Wei Zhou, Incoming President

Dr. Rebecca Warren-Marlatt, Vice President of Student Services

Dr. Bryan Reece, Vice President of Instruction

Dr. Michael Strong, Vice President of Administrative Services