

# OUT of the BLUE

Washington Public Employees Association

UFCW Local 365

Made for Clark College - Fall 2020

*We Are Stronger Together*

## Board of Trustees Meeting

September 23rd 157 people showed up to the Clark College Board of Trustees virtual meeting. Many WPEA classified staff, faculty, and former students, testified about the brutal effects of the Moss Adams report recommendations. Outsourcing would leave about 60 workers in Vancouver without jobs, while the companies that will cost the least, will likely come from Oregon. Local dollars will be spent out of state. Also, the state funds 2/3rds cost of the contract. By outsourcing and moving classified staff to exempt positions, the college loses that portion of money that goes into the State Board of Education pot. Showing that outsourcing is not cost effective, it's purely union busting!

The good news is that because staff and their supporters spoke from their hearts, the union was able to slow down the reorganization process and remove outsourcing as an option, for now. Great work WPEA members!

Next steps: Call Governor Inslee and local lawmakers and tell them to stop the union busting tactics at Clark college and no Outsourcing at any college for entire departments, statewide. Call every day and have friends and family call. Let us know how it went.

Governor Jay Inslee – 360-902-4111

Legislative Hotline – 1-800-562-6000

Board of Trustees meeting October 28th 5pm. We will send out the link. We had 150 last month, let's see if we can get 200 for this one!

## Call the Mayor

Vancouver Mayor Anne McEnerny-Ogle graduated from Clark College as well as teaching as a Faculty member. A little over 30 people turned out at Esther Short Park on Saturday, to stop the outsourcing and reorganizations

around the Moss Adams Report. While there, members talked with a homeless man who is currently enrolled at Clark College but became homeless because his financial aid has not been processed. He has emailed and called the college. When a person from HR finally answered, they acknowledged that there were several unanswered emails regarding financial aid issues. We also learned that 6 students in the mechanical programs, had not received their financial aid and a WPEA member, whose daughter was attending the rally, had also not received her financial aid. This is extremely concerning to WPEA and CCAHE. Student tuition revenue is being lost due to the lack of timely processing of financial aid. It is unbelievable that Clark College would be contemplating further cuts to the skilled staff that processes student financial aid. Administration should be held accountable for CTCLink system errors, student hardships, and lost tuition dollars that the college so badly needs.

Please call the Vancouver City Mayor and inform her of these issues and ask her to support better Clark College management, Ask her to support the most skilled and cost effective jobs on the campus, the classified staff.

Mayor Anne McEnerny-Ogle - (360) 487-8629

## Welcome New Co-Chief



Hello, my name is Chris Layfield and I've worked in Security at Clark for 3 years now. I started out as a Secretary Senior but through the desk audit process I am now an Admin Services Manager (A). I'm your basic nerdy guy and I like to make a good joke here and there (and also many BAD jokes).

I was recently voted to be the Co-Chief Steward (with Sarah Thorsen) for the Clark College steward council. I'm still learning as I go (who isn't these days?) but I hope to be able to help keep our Union strong!

## Welcome New Stewards

Hello, my name is Courtney! I have been a part of the penguin nation for five years, three years as a student, and two years as a classified staff. I chose to become a steward to help bring the needs of our classified staff to the table. You can find me in accounting services. Stop by and say hi! - Courtney Braddock

I've worked at Clark College full time for four years this month. Before that I worked in a part-time position for close to a year. I've always enjoyed working at Colleges because education is so important so I thought Clark would be a good fit for me. I enjoy my current position as a Secretary in the Dental Hygiene Department greatly because I'm helping students succeed every day. The general climate at the campus has declined rapidly over the last 5 years. The stress of CTC Link and now the pandemic and the subsequent budget cuts have caused a steep decline in employee satisfaction. I felt that it was time to step up and join the WPEA as a Steward where I can hopefully contribute to making things better for the Classified Staff at the College. Please join us in our efforts in any way you can - attend WPEA meetings, Clark College Board meetings and the efforts WPEA is making to share with the local community. Our jobs are important and what we do matters! - Becky Lindsay

## Making Suggestions

Classified Staff can now make suggestions anonymously through the Budget Committee.

The Budget Committee is seeking feedback on a variety of topics: the reorganization of the units, the Moss Adams Report, previous Budget Recommendations, as well as the Feedback related to those recommendations. We have heard from members that recommendations are causing WPEA members lots of stress because they don't want to recommend cutting the positions held by their brothers and sisters, but recommending cutting exempt staff or supervisors may put a target on their back.

Further, you are welcome to let us know if there is a better process or any ideas for revenue generation. If you found an idea in the recommendations or feedback on the ClarkNet page that you support, please let us know. The more detailed, the better. You may email your Budget Committee members: Janice Taylor, Payam Damghani, Becky Lindsay, or Angela Dawson. We will keep your responses anonymous when presenting ideas to the larger Budget Committee. November 1 is the deadline for the current round of feedback to be reviewed.

## Thank You Faculty

Thank you, Faculty, for supporting your WPEA classified staff sisters and brothers! You are amazing and we are truly grateful for all your help!!!

### STATEMENT FROM THE FACULTY:

On behalf of Clark College Association for Higher Education (CCAHE) faculty, I want to express our utmost opposition to cutting any instructional support staff as well as the proposed reorganization of staff support under our Office of Instruction. This implementation would result in devastating job loss and more importantly, an unacceptable and unreasonable reduction in the support we provide our students. Student enrollment, retention and completion would all be negatively impacted. In other words, this move would directly harm students, faculty, staff and our College climate. The very function and mission of our College would be sacrificed.

Clark is made up of myriad departments, divisions and units, each with different areas of specialization. Our support staff possess the specialized knowledge and the years of experience in these areas to assist our faculty and students. In fact, the successful operation of each of our instructional units in large part depends on staff who understand the unique needs of the programs, students and faculty in each area.

One faculty group expressed how important staff are to our student experience, "In many cases, staff are the first point of contact for students. Unit and division staff help students find their classrooms, their instructor's offices, and meeting rooms; staff have proctored make-up exams, made sure instructors got the student's late paper, and helped students with the paperwork required to add a class. Without them, units and divisions will not function as well, important tasks will not get accomplished or will take longer, student retention will suffer, and faculty and staff morale will suffer even more."

Moreover, students look to staff for guidance, and it's their specialized knowledge and experience that help students succeed. For example, students who study in social sciences are often those students who know first-hand the challenges of being members of non-dominant culture. The staff in this area understand issues around power, privilege and equity and the barriers that these students are up against. This kind of knowledge isn't replicable. It comes from years of experience and commitment to helping students of marginalized groups.

One of the arguments used for making these cuts is that staff feel overwhelmed. Some staff are indeed challenged by lack of training with new state programs that Clark has adopted such as CTCLink. Some are also challenged with the fact that several staff have already been cut, adding to the remaining staff members' workloads. Consequently, more staff cuts will exacerbate this problem, not help it.

Several letters of support have been sent by various instructional divisions to the Clark College Executive Cabinet and to the Clark College Board of Trustees, and more than 400 signatures have been gathered by College community members who adamantly oppose these cuts.

We can't express this strongly enough: Clark College faculty stand proudly in support of WPEA, the way you support us every day.



Suzanne Southerland  
President, Clark College Association  
for Higher Education  
Professor, Communication Studies

