

RESOLUTION IN SUPPORT OF A COLLABORATIVE YET INDEPENDENT RELATIONSHIP BETWEEN THE LEADERSHIP OF THE SENATE AND FACULTY UNION

Whereas, a “Conflict of Duty” is a type of conflict of interest in which a person is required to fulfill two or more roles that may actually, potentially or be perceived to conflict with each other;

Whereas, both the senate and union have passed a joint Compact of Mutual Understanding and Support that officially and clearly outlines their respective jurisdictions when representing faculty;

Whereas, the job descriptions for senate leadership positions outlined in the ASCCC Local Senates Handbook are incompatible with union officer job descriptions because they deal with conflicting interactions with the district along with divergent purviews; and

Whereas, the ASCCC paper Developing a Model for Effective Senate/Union Relations maintains:

Academic senates and unions should not let their areas of responsibility be blurred

The senate’s purview over academic and professional matters and the union's purview over collective bargaining and workplace conditions will at times conflict with each other

Faculty are best served by having two strong organizations promoting their separate interests

It is in the best interest of all college faculty to have effective academic senates and effective bargaining agents

Be it resolved that the Faculty Senate:

reaffirms its commitment to support, cooperate, and work collaboratively with the faculty union when appropriate and possible;

believes it is in the best interest of all faculty to have a wider participation and representation of faculty leaders than the same leaders representing both the senate and the union;

recognizes the primary goal for the senate leadership when interacting with the administration must be to accurately represent the senate’s interests regarding

academic and professional matters while union officers must primarily represent faculty interests concerning workplace conditions;

considers a situation whereby senate leaders simultaneously hold union officer positions (i.e. CCFF president/vice president, grievance officer, negotiations member, etc.) would create a conflict of duty that is not in the best interest of faculty, the senate or the union; and

hereby adopts a policy that members of the senate's leadership team cannot concurrently hold union officer positions that involve interaction with the districts president, vice presidents, or board of trustees;

Be it further resolved that a copy of this resolution be sent to all faculty and the Cerritos College Faculty Federation.

PASSED AND ADOPTED this 12th day of May, 2020 by the following vote:

AYES: 16

Adelle Krayner, Aemiro Beyene, Angela Hoppe-Nagao, Bruce Greenberg, Cindy Moriraty, Dara Worrel, Debbie Jensen, Diane Loera, Ian McCance, Joe Mulleary, Julie Trager, Mojdeh Nikdel, Niki Lovejoy-Robold, Terrance Mullins, Tim Juntilla, Victor Obasohan

NOES: 7

Andrew Maz, Anthony Gonzalez, Chris Forsythe, Martha Robles, Monica Lopez, Ralph Casas, Traci Ukita

ABSTAIN: 3

Frank Vega, Jennifer O'Connor, Ryan Babiar

ABSENT: 4

Brittany Lundeen, Don Garriott, Ed Kelly, Sheela Hoyle