



# **Election Newsletter**



Faculty and Staff Federation  
of Community College of  
Philadelphia

November 2009

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Philadelphia, PA 19101  
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This *Election Newsletter* provides a forum for candidates for Federation office to make statements and present their positions. All candidates are given the same opportunity and space. No further union funds may be used to promote the candidacy of any individual.

Endorsements of candidates by Federation members may also appear in the *Election Newsletter*.

Finally, the views expressed in the statements and endorsements of this *Election Newsletter* do not necessarily reflect those of Faculty and Staff Federation of Community College of Philadelphia or its officials.

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## **Contents**

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	<b>Page</b>
<b>• Candidate Statements</b>	
. General Officers	<b>2</b>
. Co-Chairs	<b>4</b>
. Department Representatives	<b>5</b>
<b>• Member Endorsements</b>	<b>5</b>

# Candidate Statements

## General Officers

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### Co-Presidents

#### Pascal (Pat) Scoles:

As Co-Chair and member of the Executive Committee I vigorously defended and supported the FTBU, PL/VL and the Classified contracts. I enforced the FT/PT ratio, developed a more detailed position regarding Curriculum Coordinators and Program Supervisors thereby protecting and expanding release time for all faculty members, and tried to bring resolution to the six hours of mandatory Drop/Add curriculum advising. As Chairperson of the IWC I continue to work diligently for the Federation to enforce the mutual governance responsibilities between the administration and the faculty. When it appears that a provision of our contract has been violated I have filed numerous grievances on behalf of our members.

Since all three candidates have a history of service to the Federation the logical question to ask is what distinguishes Pascal Scoles from the other

#### John Braxton & Steve Jones:

In the first year since 1975 in which Karen Schermerhorn will not be Co-President of our union, we ask for your vote for Co-President. We believe we have the experience, skills and character to do the job effectively. We have both served as officers of the Federation, including as Co-Presidents and negotiators. We have both been bargaining unit leaders for the PT/VL unit, and we have learned how to work in a coalition of Classified and faculty employees.

Part of the job of the Co-Presidents is to serve as the CEOs of the union, which has an annual budget of over \$600,000. Co-Presidents supervise the office staff, lead the union's Executive Committee, and take care of the business aspect of the union's work, from investments to tax returns. We believe we are the best-qualified to do that part of the job.

Our contracts are only as good as their enforcement; we have the skills to make sure the administration lives up to its agreements. Enforcement requires a combination of tenacity, creativity, and an eye for detail. Through years of experience we have learned when to settle and when to fight, and we know how to help Full-time Faculty, Part-time/VL Faculty, and Classified bargaining unit leaders get the best possible results in the grievance and arbitration processes.

candidates? I believe that it is my ability to effectively deal with conflict and bring resolution to difficult situations with civility. My background in counseling and social work has afforded me a variety of human service intervention strategies that allow me to ask the tough questions without being offensive or abusive to the opposition. Through my training and background, I am in a unique position to use my interpersonal skills to resolve difficult collective bargaining issues. Unfortunately some of my union colleagues have interpreted this style of interaction as being overly friendly to the administration or a sign of weakness.

With the support of the three bargaining units, I am committed to increasing salaries, maintaining medical benefits, and improving working conditions for all union members.

We believe we have the right temperament for the job. It is not easy to find the right tone when dealing with the administration, and no single approach is right for all situations. We have been able to work collaboratively with administrators to get good results, both in contract enforcement and in negotiations, on contentious topics from discipline to evaluation to the full-time/part-time faculty ratio. In other situations, where collaboration is not possible, we know how to draw a firm line. We have good, business-like relationships with the administration, which only respects competence and consistency.

We both see the labor movement as part of a bigger social movement for social equality, including civil rights and women's rights. That is why as Co-Presidents we will continue to pursue relationships with a broad progressive movement in Philadelphia that includes organized labor.

Our work life at CCP is not a paradise, but it is good, and that is mostly because of the union. We are proud of the part we have played, and we stand by our work as union executives, organizers, and negotiators. We also know that there is still work to do: too much Classified work is contracted out or done by administrators; too little respect is given to the faculty in academic decision-making; too few members are encouraged to help out with the union. As we move this year to develop contract proposals,

we think that key issues include improving salaries for CE members who are at the bottom of the scale and parity pay for part-time faculty.

We respectfully ask for your vote so we can take on that work.

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## Secretary

### Jennie Smith:

I am asking for you to re-elect me as Secretary of the Federation. Serving as Secretary for the past two years, I have not only performed my regular duties, such as submitting the General Membership and Representative Council minutes on time and attending all meetings, but I have taken the initiative to work on some new Federation projects. As Co-Chair of the Communications Committee, I took the lead in producing a Federation brochure. I have volunteered to be Editor of the Federation Newsletter. My new format includes not only articles, but an updated template with graphics, photos and cartoons. To increase the Federation's budget, I am leading the effort to institute electronic balloting, with the goal of converting for the Spring 2010, FCE election. I also have received

Representative Council approval to start a line of Federation merchandise. This idea, along with a year-end social gathering I am planning, will increase both our solidarity and our funds.

In addition to my work in our local, I am also an active leader with the AFT, a speaker at conferences, a member of their Adjunct Advisory Committee, a regular contributor to their FACE Talk blog, and a lobbyist for Higher Education issues.

I endorse John Braxton and Steve Jones for Co-Presidents of the Federation and Ruth Baker for Treasurer. Together, we will continue to serve all three bargaining units fairly.

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## Treasurer

### Ruth Baker:

I am a candidate for the office of Federation Treasurer and I am writing to ask for your support in the upcoming Federation Election.

As many of you know, I served as Federation Secretary for several years but stepped aside in 2007 for work reasons. Since then, I have served as the full-time faculty department representative in the Library, and continue to manage the Federation's web site and listservs. I am seeking the position of Treasurer now in the hopes of making a more significant contribution to the efforts Federation over the course of the next year.

I would never claim to be an 'Excel guru' as my colleagues Prof. Majewicz and Prof. Jones have been (!), but I have a good working knowledge of Excel and online banking applications. In addition, as many of you know, I worked very closely in the past with former Treasurer John Majewicz on maintaining the Federation's membership database. The work that I do in the College Library is very exacting and detail-oriented and, as a 12-month faculty member, I am on campus every day.

I hope I can count on your support and look forward to serving the Federation (that is all of you) to the best of my ability.



# Co-Chairs

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## Classified Bargaining Unit

**Eric Massenburg:**

**Please vote because voting is the indication of confidence in another.**

I am asking the Classified Unit for your vote. I believe my past years of union activity have put me in a position to continue to help the Classified Members. The upcoming end to your current contract is a major reason I am running for Co-Chair because next year will be a very critical planning year for your next contract negotiations.

In the only other contested race for office, I am asking all union members to vote for Pat Scoles and Steve Jones for Co-Presidents of the Union. I believe that they are the best two candidates to team up and lead the Union.

**Please vote because voting is the expression of approval and support.**

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## Part-Time/Visiting Lecturer Bargaining Unit

**Steve Katz & Sue Ellen Liebman:**

I am Steve Katz, currently serving as co chair of the Faculty Federation Part-Time/Visiting Lecturer Bargaining Unit. I have been an adjunct in the History, Philosophy and Religious Studies Department since 1975 and have taught at all the campuses. I served as chief negotiator the last contract and helped bring about an equitable settlement after the 9 day strike. I just finished my second year as Co Chair with Claire McGuire who has decided not to run for reelection, but will continue to be active in Federation affairs by serving on Rep. Council. We both did a conscientious job serving our approximately 650 members. I administered the travel/disability fund and saw that these funds were paid in a timely manner. I also dealt with several difficult grievances involving our members in an efficient manner. Some of these grievances are still outstanding and must be dealt with in 2010. I attended all Executive Committee and Representative Council meetings and spoke up for PT/VL issues. I also secured a Long Term Care and Medigap insurance programs for our members.

And I am Sue Ellen Liebman, also a member of the History/Philosophy/RS Department. I have been a member of Rep Council for many years and a member of the Federation's Executive Committee, as the Community Services Representative, for the last four years. I am fully aware of the issues facing our membership, such as working for parity in our salaries and filing grievances when the administration challenges our hard-won contractual privileges. I will work diligently for the PT/VL membership.

Our unit faces several major challenges in the coming year. Our main thrust should be to secure additional funding earmarked to bring PT/VL salaries on a par with full time salaries. We tried three specific approaches this past year:

- 1) Jennie Smith and Steve lobbied in Harrisburg to get our legislators to support the two AFT-FACE bills, HB-871 and its companion bill SB-1841.
- 2) Steve visited Sen. Jeff Piccola, Chair of the Senate Education Committee this summer to seek his support for the FACE bills and I was accompanied by Marc Kornfeld of PSEA
- 3) Steve recently spoke at Buck County Community College last week seeking faculty support for FACE legislation

We need to continue this battle which is now increasingly difficult due to the economic times we are in.

We need to continue to administer all aspects of the PT/VL contract in an efficient manner. To that end, Sue Ellen, Claire and Steve started the practice of holding office hours in the Federation Office on main campus every Monday, Tuesday, and Wednesday afternoon. We will continue this practice. We are quite conscientious at helping to solve problems, like seniority issues, in a timely manner. We hope you will vote for us and give us a chance to serve you and enhance the union cause.

# Department Representatives

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## Full-Time English

**Karen Schermerhorn:**

**I am writing to ask for your vote for Department Representative from the FT Faculty Unit in the English Department.**

Though I will be on sabbatical during the Spring 2010 semester and plan to do some traveling, I will be able to attend most, if not all, of the Representative Council meetings that semester. My background as a union officer (Secretary from November, 1972 – January, 1975, and Co-President from January, 1975 – December, 2009), I have learned a lot about the three union contracts and hope to put this knowledge to use for the benefit of the English Department. If I am elected a member

of the Federation's Representative Council, I will be part of the union's legislative body and in a position to represent the Department there.

In addition, I plan to continue to work on grievances and arbitrations, to put my union files in order, and to aid the new Federation leadership when I can be helpful.

I would appreciate your vote for me for **FT Department Representative from the English Department**. Please give me a call at x8693 or send me an email at [kschermerhorn@ccp.edu](mailto:kschermerhorn@ccp.edu) if you have a question I can help you with.

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# Member Endorsements

**Karen Schermerhorn:**

**Please vote for John Braxton and Steve Jones for Co-Presidents of the Federation.** We are truly fortunate, at this stage in the history of the Federation, to have two such capable leaders willing to serve all three bargaining units as Federation Co-Presidents.

Steve and I served as Co-Presidents from 1998 to 2002; John and I served as Co-Presidents from 2002 to the present. I have seen, first-hand, how their leadership has guided us through daily efforts to improve and maintain the standards in our contracts, and also through trying times.

- After the administration balked at the contract settlement it agreed to in 2002, Steve led the Full-time Faculty efforts to achieve a second settlement the following fall. The result was the implementation of our first FT Faculty salary schedule.

- In 2007, when negotiations were at an impasse, John was Co-President during a two-week strike, our first since 1998, that ended only when, as a result of John's knowledge of the Philadelphia labor community, U.S. Representative Bob Brady helped supply \$800,000 for salary bonuses.
- Recent contract gains for our FT, PT/VL and CE Units have been realized during negotiations led by John and Steve: salary increases, maintaining medical benefits, and improvements in the FT/PT Ratio.

I urge you to vote for John and Steve to continue our union's strong record of contract gains. Please vote also for **Jennie Smith** (Secretary) and **Ruth Baker** (Treasurer), who will form a fine team of General Officers with John and Steve.

## Executive Committee

Co-Presidents: Karen Schermerhorn  
John Braxton  
Treasurer: Steve Jones  
Secretary: Jennie Smith  
CE Co-Chairs: Eric Massenburg  
Cynthia Reid  
FT Co-Chairs: Frank Bartell  
Pascal Scoles  
PT/VL Co-Chairs: Steve Katz  
V. Claire McGuire  
Spring Garden Campus: James Cochran  
Carline Rucker  
Representatives:  
Community Services Sue Ellen Liebman  
Campus Representative:

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## FSFCCP Newsletter

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 Lecturer Faculty. We are affiliated with the American Federation of Teachers, an AFL-CIO union, with AFT Pennsylvania, 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](http://www.aft2026.org) and click on the link (first page, on left) for the Discussion List. Deadlines for submission to the *Newsletter* are usually **on the first of the month**. Submit articles to the Editor by e-mail to [mdsjls@optonline.net](mailto:mdsjls@optonline.net) 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

+ Buying a home can be scary.  
We can help.



**A Union of Professionals**  
**AFT +**  
Member Benefits

buy where it counts!  
[www.aftplus.org](http://www.aftplus.org)

AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/238-1133, ext. 4493; send an e-mail to [disclosureinfo@aft.org](mailto:disclosureinfo@aft.org); or visit [www.aftplus.org/disclosure](http://www.aftplus.org/disclosure).

