

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

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LIUNA AND FUSE SUPPORTS CALIFORNIA COMMUNITY COLLEGE CLASSIFIED SENATES

POSITION STATEMENT:

The Laborers International Union of North America (LIUNA), AFL-CIO and our affiliate locals of the Federation of United School Employees (FUSE) support **STRONG CLASSIFIED UNIONS** and a **STRONG VOICE FOR CLASSIFIED EMPLOYEES**. Consequently, our Union believes that we can support and work with any organization that will improve the educational environment at community colleges and at the same time recognize share governance. To this end, LIUNA and FUSE support and are prepared to work with the California Community Colleges Classified Senate (4CS) organization, the California Community College League of California (CCLC) and other organizations to promote higher education.

HISTORY:

With the passage of AB 1725 in 1993 came challenges to all labor unions representing Community College Classified Employees and to College District Management to forge a new, expanded role and voice for Classified Employees at the local and State-wide levels. LIUNA and FUSE have developed a strong working relationship at Sierra Community College District since 1982. We have aggressively represented the Classified Employees at the bargaining table, while advocating new and innovative ways of building the relationship with District Management. We have participated in collaborative (interest-based) bargaining since 1992.

When AB 1725 and Shared Governance became an option for Classified Employees, LIUNA and FUSE did not fight it. We helped define it at Sierra College as the District grew. Sierra College has developed its Classified Senate without infringing on the legal and bargaining rights of the Union to represent the Classified Employees. FUSE Local 1212 is active with the Classified Senate, and is now participating in several decision-making levels within the District where it previously was not involved. A classic example is the Governance Staffing Committee, wherein the Union is involved. While the Union's seat on the Governance Staffing Committee is non-voting, the Union is strongly encouraged to bring forward issues and suggestions regarding staffing decisions for the campuses.

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MISSION STATEMENT:

LIUNA and FUSE hereby state our commitment to higher education and to the following goals:

- Advocating strong union representation for Classified Employees at the bargaining table at the State and local levels;
- Providing professional representation to Community College classified staff so as to ensure employee rights and protections;
- Cooperation with the California Community Colleges Classified Senate (4CS) and its stated mission, and the Community College League of California (CCLC);
- Promoting the participation of classified staff in shared governance and in collective bargaining at the State and local levels;
- Developing and enhancing input to the Chancellor, California Community Colleges, on behalf of Classified employees;
- Working to improve higher education through collective bargaining, shared governance, and cooperative programs.

ROLES OF UNION AND CLASSIFIED SENATES:

LIUNA and FUSE support the distinct and complimentary roles of a Classified Senate and the Union, as the Exclusive Bargaining Representative at a local College District. These roles and purpose have become fairly well-defined and can be summarized by the attached chart (contact 4CS or LIUNA for attachment). We support the clear delineation of the primary purposes and responsibilities between a Classified Senate and the Union. If there are "gray areas" of overlap between the two entities, it is incumbent on both the Senate and the Union to identify and clarify the separate roles.

FOR MORE INFORMATION:

Please contact Patrick Hallahan at the Laborers International Union (LIUNA) at (916) 446-3622 or 1-800-LILJNA 99, or Shari Newman (FUSE-PEDC) at Sierra College at (916) 781-0428.