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Statement to the
Board of Trustees of Community Colleges District No. 508
from the
Cook County College Teachers Union
July 6, 2000

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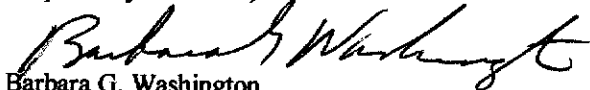
My name is Michelle Couturier. I am here on behalf of the Cook County College Teachers Union, the union representing approximately 600 security guards currently employed by the City Colleges of Chicago. Members of our union are here today to voice our opposition to your plans to privatize the jobs now held by our bargaining unit members. Our union was notified of such plans several months ago. To date we have received no information from the City Colleges Board about plans to go forward, despite several requests for information.

We oppose privatization because it will mean a loss in wages and job security for our members. We believe that it will not result in significant savings for the City Colleges. By the time you pay for administrative, transition and monitoring costs, and cost overruns, there may be no savings at all. In order to cut costs for security, you would have pay lower wages than you are currently paying and provide less security. Right now security personnel earn between \$8.00 and \$12.00 per hour. You allow them to work only part time so that you are relieved of the obligation of providing them health insurance and other benefits. How much less an hour do you think that you pay some one? Chicago has a proud history of being the "City the Works". About a year ago the City of Council of Chicago passed an ordinance committing to pay City workers a living wage. Let us not now become the City that contracts out at poverty wages.

FCCCC President's Address
 CCC Board of Trustees Meeting
 Thursday, July 6, 2000

- Chairman Tyree, members of the Board, Chancellor Watson, Officers of the District, faculty, staff, and all others present: Good morning.
- First, I'd like to begin this morning by extending a greeting of welcome to Chairman Tyree from the Faculty Council City Colleges of Chicago.
- As I was preparing to write this presentation, I realized that perhaps it was again time to review just what Faculty Council is about. The Faculty Council is an integral component of the shared governance process. Its role is to be a strong voice in the determination of academic policy by being part of a collegial structure that encourages the expression and exchange of ideas and by acting as a consultant in all matters involving educational policies. This involvement will result in the continuing improvement of the City Colleges of Chicago as an institution of higher learning, in the establishing of harmonious relationships among the faculty, administration and Board, and in serving as an effective instrument in dealing democratically with those problems which have traditionally been within the province of faculty prerogative in American colleges and universities. The Faculty Council participates in the formulation of educational policies in all matters which affect the educational program of the City Colleges as a whole, such as faculty promotions, curriculum, admission, retention and graduation of students, academic calendar, and academic freedom.
- As the President of the Faculty Council, I must hold myself to academic issues--those issues which affect the educational programs of the City Colleges. Frankly, as a faculty member, I am concerned with some of the trends that I see developing at City Colleges. At the last Board meeting I spoke of the loss of over 2000 years of teaching experience with the retirement of about 70 faculty members. A week or two later, in the Job Ads of the Tribune I see an ad looking for "Faculty" for most of the disciplines at all of the City Colleges. For a brief moment I smiled, but only until I read the small print. We weren't advertising for full-time faculty; we were advertising for lecturers. We aren't hiring any full time faculty even though a number of departments were decimated by retirements.
- The whole purpose for existence of the colleges is to educate and serve our students. At the Community College level we must meet the students where they are and help them to move forward to where they need to be. This takes commitment, professionalism, and continuity on the part of everyone in the colleges. Students develop rapport with the faculty and other personnel they know and respect. It is a well known fact, that when it is time to register for classes, students try to register for classes taught by faculty they know or know about. Students will stop and ask for help from faculty or staff they are familiar with. The faculty that students are comfortable with are the same faculty that they see at school functions, at advising, in the hallways. We talk about a College family, but where is the stability? Will the old song "Papa was a rolling stone" be remade to become "My instructor was a rolling stone"?
- What kind of commitment and continuity can a student expect from someone who has to work at three or more locations to make a decent salary? Or from someone who is only on campus for one class, and then goes elsewhere in order to take a full-time position when one becomes available? Or from someone who is teaching a class just to keep in touch with the subject? Or from someone who can't find any other work?
- And who will do the extra work that full-time faculty now do? Who will serve on committees? Serve as organization advisors? Plan and organize activities? All of these functions are done by full-time faculty now. All of these functions serve to make the college a college.
- This concludes my report.

Respectfully submitted,



Barbara G. Washington
 FCCCC President

Why Privatize Security?
An Address to the CCC Board of Trustees
 Thursday, July 6, 2000

- Chairman Tyree, members of the Board, Chancellor Watson, Officers of the District, faculty, students, staff, and all others present, good morning.
- I'm here today to speak against the proposed privatization of the security personnel at our colleges.
- The first thing you notice when you walk into a CCC building is security. The sight should be a welcome one, and by all accounts it is. Security serves as the first line of introduction to our students and the public. We can easily gain or lose a reputation by the service this extremely well-trained group of employees gives to the various constituencies in our colleges.
 - Our security personnel are among the most cost and duty effective in our system. I would characterize them as follows: (1) a force that has a long record of outstanding service, many among the longest serving, community dedicated, part-time or full time employees in any of the colleges; (2) a group that comes to us pre-trained with enviable skills at no cost to us; and (3) a staff that is site specific, selected by our own college administration and assigned to that site exclusively. Does this sound like a keystone cop operation?
 - We have students of all ages with a broad spectrum of needs in our buildings through every season of the year, every day of the week, and at all hours of the day and evening. Most, if not all, of our colleges have populations that need special attention, for example, the many children in our Child Care Centers. We also have a few students who are going through rehabilitation of various kinds who sometimes need to be insulated from the real world. Our security guards are trained to provide the delicate handling that many of these troubled individuals might need. Our security is adept at diffusing situations that the less skilled personnel could turn into an inflammatory encounter.
 - We are so very fortunate to have a security staff consisting of highly-trained Chicago policemen! As a librarian in our system for almost thirty years, I can attest to the exemplary service provided by the Chicago policemen who work for us. The work they do should not be given to badly trained, part-time security guards [most working at or slightly above minimum wage] who are supplied by private companies whose primary objective is to turn a profit rather than serve a community. We contracted our security in the past and the record on that was disastrous. Let's not go down that road again.
- Why try to fix something that isn't broken? Have we had credible reports that our security personnel is in some way lacking? If we have had complaints, the faculty is not aware of them. Let's resist the temptation to tamper with something that shows no signs of needing repair.
- Thank you for giving me the opportunity to speak.

Sincerely,


 Sal Attinello