Draft Association Relationships Statement

The College Administration and the Associations are committed to working together on a shared governance model which empowers faculty and staff to participate in the operations and governance of the college. Unions advocate for their members and constituencies in many ways including but not limited to the negotiation of labor contracts (collective bargaining agreements or CBAs) with employers on behalf of their members.

The Associations educate their members and constituencies about labor and professional issues. CBAs often include provisions regarding salaries, benefits, working conditions, job security, grievance procedures, and guidelines for hiring, firing, promotions, etc. Unions also often play a strong role in advocating for issues that impact and improve the lives and educational experience of community members and students.

Once contracts are signed by both sides and ratified by a vote of the membership, these contracts are legally binding on both sides.

Any provision in the CBA is the province of the union leadership and can only be changed through negotiation and legal agreement between management and elected union leadership. A shared governance body cannot negotiate contractual language with either management or the union, but shared governance may have a legitimate interest in the academic implications of labor agreements. Similarly, union leadership may have a legitimate concern with the labor implications of any action taken as a result of decisions made through a shared governance process. Shared governance should address all important issues of the college, not only employment issues, from a viewpoint that supports the overall academic quality of the institution. Shared governance works when management and labor unions recognize the direct link between academic quality and labor conditions. As the slogan goes, educators’ working conditions are students’ learning conditions. The more union organizations and shared governance structures work together to clarify their respective roles and not interfere with each other’s legitimate work, the better governance and union will function and the better the institution will function.

*This language is adapted from* [*The State University of New York (SUNY) Campus Governance Leaders Toolkit*](https://www.suny.edu/about/shared-governance/sunyvoices/cgl-toolkit/shared-governance/) *and expanded by CCC Associate Faculty President Christopher Zimmerly-Beck, Association of Classified Employees President Kelly White, and FTF Association (CCCEA) President Kathryn Long.*