

## Teachers strike possible first

By Sandy Carter  
For The Print

In a move that raised negotiators' hopes of a negotiated contract settlement prior to Oct. 22, the strike picket line thrown down by the college's faculty senate a week ago was picked up by the administration at last Wednesday's school board meeting. Board members emerged from an unusually scheduled mid-meeting executive session with an announcement from Chairman Larry Wright that they would "welcome the faculty bargaining unit back to the table." In the words of board negotiator, Mike Montgomery, "the sooner the better."

Scheduling difficulties encountered in the bargainers' efforts to bring a state mediator into the procedure have delayed the resumption of talks until this Tuesday and Thursday, perilously close to the intended Oct. 22 strike date.

In a spontaneous statement at the Oct. 10 board meeting, Associated Student Government President Don Porter, ex-officio member of the board, voiced his conviction that students will support the faculty in this issue.

Meanwhile, behind the scenes, the faculty's Strike Action Committee, co-chaired by Tom Richards and Vince Fitzgerald, has announced unit organizers for each building on campus, selected a picket captain, Mike Kepler, and endorsed a student organizer, Debbie

Baker. Other support teams, in the areas of communications, labor and community groups, are also mobilizing.

The College administration is also taking steps to be ready in case teachers walk off their jobs Monday. In the Sunday issue of *The Oregonian*, the College advertised for substitute teachers, offering a wage of \$102 per day for substitutes taking a full teaching load. "It is the intent of the Board of Education," read the ad, "to continue operating as many of its classes as possible during the expected teachers' strike."

The "intent to strike" letter, sent to the board on Oct. 9 by the faculty senate, summarized the teachers' grievances in these words:

"This is the third successive round of negotiations in which the board has forced the faculty to take its case to factfinding. In the prior two cases, and again this time, the board has rejected the factfinder's recommendations and called upon the faculty to reach an agreement with terms less favorable to the faculty."

The letter said the faculty "is committed to the concept that this is the year when it must put a stop to a bargaining strategy...that causes unnecessary expenditures of public and faculty funds, as well as undue agitation and deterioration of morale."

Adhering to the then-current wage-price guidelines, the board last February made its initial offer of a 7 percent wage

increase, countering the faculty's request for hikes paralleling the cost-of-living increase. Thus stalemated, the two sides hired a factfinder to prepare a neutral analysis.

The factfinder's compromise recommendation of 11.5 percent was rejected by the board, which on Oct. 3 narrowed the disputed margin with a new offer of 10.5 percent. The board's offer also included some contractual changes, which Faculty President Mark Schmidt said are unacceptable to his group.

In an Oct. 9 interview, the soft-spoken Schmidt commented that funding to cover the factfinder's recommendation is in fact available in the present College budget. He said two years remain on the last rate-based serial levy.

Since the 1977-79 contract

### TEACHERS NEEDED AT CLACKAMAS COMMUNITY COLLEGE OREGON CITY, OREGON

It is the intent of the BOARD OF EDUCATION of Clackamas Community College to continue operating as many of its classes as possible during the anticipated teachers' strike (scheduled to begin Monday, October 22, 1979). Therefore, the college is seeking applications from qualified instructors to fill instructional positions during the strike. For all positions, teaching experience will be given first priority.

For college transfer and non-credit courses, substitutes must have at least a master's degree. For vocational instructors, proven competency in the vocational field is required. Business Education/Public Service, Ext 240. Agricultural/Industrial, Ext 281. Health/Physical Education/Human Services, Ext 242. Math/Science and Engineering, Ext 278.

Length of employment will be determined by the date of the contract settlement. Rate of pay is \$102 per day for a full teaching load.

Clackamas Community College is an Equal Opportunity Employer. Teaching positions will be based upon education and experience, regardless of age, sex, race, national origin, handicaps, or religion.

**HELP WANTED - The above ad appeared in the Sunday edition of *The Oregonian*, asking for substitute teachers to apply for job openings should a strike occur.**

expired in June, any new pay scale will be instituted retroactively, Schmidt said. He added that the faculty strongly supports another two-year contract.

The Faculty Senate, which is elected by the 139 teachers in the bargaining unit, was authorized at the first faculty meeting of the year to mail the strike-date notification when and if the senate deemed that action necessary.

Members of the faculty negotiating team are Schmidt, Shirley Cressler, Phil LaPlant, Ira Heard and Dick Andrews. This panel meets with Mike Montgomery, official negotiator for the board.

Quiet and serious, Mark Schmidt's face during the interview last week reflected preoccupation as he prepared for the strike that no one really wants.

## Mixed emotions go with strike

By Leanne Lally  
Of The Print

Strikes are not new to this country and certainly not new to a school district, but to a community college in Oregon, an actual strike is quite new.

In this state there has never been a strike by teachers at a community college, but teachers here may break that record next week.

The teachers of this College are ready and waiting to strike if the board does not accept their demands. They have set a strike deadline for Monday.

As with any strike, this one has stirred many mixed feelings among the parties involved, some teachers want to strike, some don't, and some don't know what to do.

Tuesday night, the board and faculty negotiations were scheduled to meet with a state mediator. The board sent a letter to the teachers last week that stated; "The Board of Education has received the Clackamas Community College Education Association's notice of intention to strike. However, the board strongly feels that further negotiations will result in a satisfactory settlement of the remaining issues. During the past few days it has become apparent to the board that many members of the CCCEA might not have fully understood that latest offer of the board. The board feels their latest offer is indeed fair. Let us all have faith that

further negotiations will result in an acceptable agreement both for the board and the Association."

Do the teachers have faith? Tom Richards, chairperson of the Department of language arts, says the board underestimates the faculty. "They (the board) have pushed us to factfinding each time and we've had to settle with less than what the report said was fair," said Richards. "The teachers are going to hold fast. It's not just dollars and cents, it's other issues that may have the teachers striking."

"It will be a black mark on the school," said Vince Fitzgerald, College counselor, "if nothing is done, if the board doesn't meet the agreements then yes, the teachers will strike." Fitzgerald also expressed disappointment in the board. "It's absurd," he said, "I've been here 11 years. I have total commitment to the school, students and the board. I will be very disappointed if they let us strike."

"I will do everything possible to avoid a strike," said Fitzgerald, "but it's a matter of principle."

Debbie Baker, student activities counselor, doesn't think the strike will last very long if there is one. "Nobody wins with a strike," said Baker. "Hopefully they are mature adults and can talk things out, I don't think they'll strike."

"I have no idea what's going

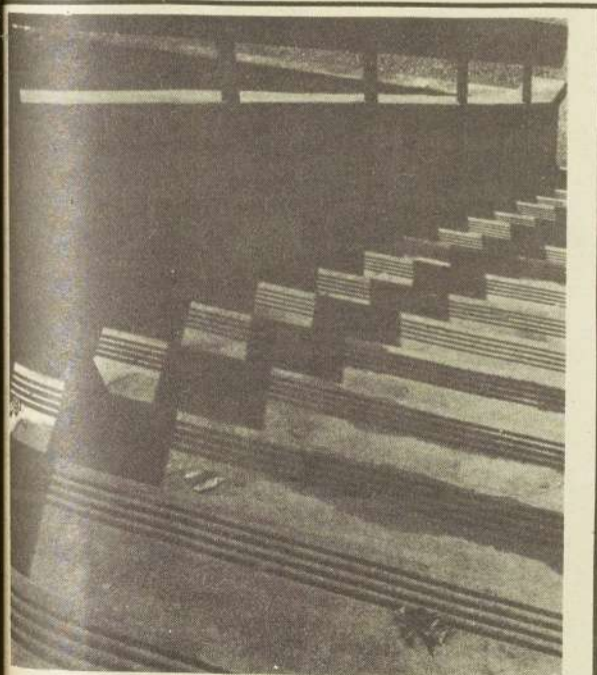
to happen," said Fred DeWolfe, chairperson of the department of social science. "I have very mixed emotions about it," said DeWolfe. "Obviously, I don't want to see the school go down. Each person feels differently."

Ronald Oberg, a new agriculture teacher, says he's "very confused." "I don't know who's doing what," he said, "It's hard for me to make a decision because I don't know both sides. I have a lot on my mind being a new teacher, besides a strike." "I don't think they'll strike. I think they'll meet eye to eye."

"I think we've been offered a fair pay raise," said Bernie Nolan College counselor. "I don't want to take too dogmatic of a stand against the strike because I haven't done all of my homework, I haven't experienced the gut-level frustrations that many of my colleagues are going through. I respect those who have."

Nolan also doesn't agree with many of the other issues surrounding the strike. "For a teacher to be on campus a minimum of 30 hours a week is not unreasonable," said Nolan, "also from my past experiences, I don't agree with the part-time pay issue."

So there it is in black and white, the various feelings of the ones who will be affected the most by the strike: the teachers.



**AUTUMN LEAVES - Fall may be finally here as cooler weather and falling leaves become a more common sight. Photo by Duffy Coffman**

CLACKAMAS COMMUNITY COLLEGE ARCHIVES

