

1.

From: Roger C. Marheine

> Sent: Wednesday, December 05, 2012 4:49 PM

> To: AcademicMonthly; AdjunctFaculty; ClassifiedStaff

> Subject: Reminder: PCCFA General Meeting & Holiday Luncheon, Thurs. Dec. 6 @ 11:30am, Creveling Lounge

>

> Dear PCC Faculty and Staff,

>

> Please take note:

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> PCC Faculty Association General Meeting & Holiday Luncheon

> Thursday, December 6, 2012

> 11:30AM - 1:00PM

> Creveling Lounge

>

> Agenda

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> * Report on City College of San Francisco

> * Report on BRAC Meeting

> * Unfair Labor Practice on NCNs

> * Summer Intersession

> * January 2013

>

> We hope to see you there!

2.

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> From: Gail S. Cooper

> Sent: Wednesday, December 05, 2012 9:04 PM

> To: Roger C. Marheine; AcademicMonthly; AdjunctFaculty; ClassifiedStaff

> Cc: Geoffrey Baum; John H. Martin; Anthony Fellow; William E. Thomson; Jeanette Mann; Linda S. Wah; Berlinda J. Brown; Mark W. Rocha; Robert B. Miller

> Subject: RE: Reminder: PCCFA General Meeting & Holiday Luncheon, Thurs. Dec. 6 @ 11:30am, Creveling Lounge

>

> Roger,

>

> It is inappropriate for you to invite classified staff to a meeting to discuss issues between the District and PCCFA.

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> You are aware that PERB has certified that all issues between the District and PCCFA are at impasse and are now in mediation which is confidential.

>

> Your effort to engage classified staff on these issues constitutes improperly involving other units as well as negotiating in public and outside the context of mediation. We insist that you cease these tactics immediately.

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> These tactics violate PCCFA's obligations under PERB rules and are indicative of your lack of good faith as we begin mediation. This is extremely counterproductive to the interests of the faculty you purport to represent.

>

> Sincerely,
> Gail S. Cooper

>

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> [logo]
> Gail S. Cooper
> General Counsel
> (626) 585-7282

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3.

> From: KFPILON@pasadena.edu

> To: GSCOOPER@pasadena.edu; RCMARHEINE@pasadena.edu;
AcademicMonthly@pasadena.edu; AdjunctFaculty@pasadena.edu;
ClassifiedStaff@pasadena.edu

> CC: glbaum@msn.com; jmartin@pearlprep.org; ARFELLOW@pasadena.edu;
billthomson940@earthlink.net; Jxmann@earthlink.net; LSWAH@pasadena.edu;
BXBROWN@pasadena.edu; MWROCHA@pasadena.edu;
RBMILLER@pasadena.edu

> Subject: RE: Reminder: PCCFA General Meeting & Holiday Luncheon, Thurs.
Dec. 6 @ 11:30am, Creveling Lounge

> Date: Thu, 6 Dec 2012 18:51:01 +0000

>

> Attention Board Members:

>

> I am shocked by the tone and intent of this letter, which practically all employees on campus have received. This is another example of a problem on this campus that is growing more and more serious by the day. This letter makes clear the adversarial relationship that the Administration has created versus the Faculty/Classified Staff. Ms. Cooper is the voice of the Administration: her partisanship is palpable.

>

> Roger Marheine is the elected Representative of the FAA members. He does not "purport" to represent us, he represents us with all his heart and soul, and legitimately. Ms. Cooper should be reprimanded for both her tone and for the direct insult she puts forth to Mr. Marheine.

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> As an employee of this College, Ms. Cooper should always remember to keep her correspondence direct and professional. Insults are inappropriate.

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> Please address this issue at your earliest convenience. You are allowing a very unprofessional and negative climate to simmer here at PCC, and as leaders of

the College, it is your responsibility to address this problem.

>

> Sincerely,

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> Kris Pilon, Professor

> Graphic Communications Technology

> Engineering and Technology

>

4.

From: Geoffrey Baum [glbaum@msn.com]

Sent: Thursday, December 06, 2012 12:06 PM

To: Kristin F. Pilon; Gail S. Cooper; Roger C. Marheine

Cc: John H. Martin; Anthony Fellow; William E. Thomson; Jeanette Mann; Linda S. Wah; Berlinda J. Brown; Mark W. Rocha; Robert B. Miller; Geoffrey Baum

Subject: RE: Reminder: PCCFA General Meeting & Holiday Luncheon, Thurs. Dec. 6 @ 11:30am, Creveling Lounge

Kris:

I am afraid Professor Marheine drew this response from the District when he sent a note to classified staff (who are represented by another bargaining unit) inviting them to a meeting to discuss contractual issues between the District and the PCCFA that are currently being mediated by the Public Employee Relations Board. The response from Ms. Cooper was reasonable and communicated the District's concern about the integrity of the PERB process.

The District is working in good faith to reach a contract agreement with the PCCFA and will continue to operate within the guidelines set forth by PERB.

As I responded in my note to Professor Marheine in response to his campus-wide message over the Thanksgiving weekend, I continue to encourage you and the other PCCFA leaders to work within the PERB process and speak directly with the District's designated negotiating team to address any issues you have with the contract, including calendar and NCNs. (By the way, why does Professor Marheine keep exploiting the holidays for his negotiating tactics?)

Best,

Geoff

5.

From: Kristin F. Pilon

Sent: Thursday, December 06, 2012 10:51 PM

To: Geoffrey Baum

Subject: RE: Reminder: PCCFA General Meeting & Holiday Luncheon, Thurs. Dec. 6 @ 11:30am, Creveling Lounge

Hi Geoff--

The legal aspects of this communication are not in my purview. I was simply referring to Ms. Cooper's tone of voice and demeaning comments. I feel her letter was unprofessional, and did not need to be shared with the College overall. Unless, of course, you encouraged/approved that, and desired to make the PCCFA look bad by allowing her to bash Roger Marheine for all to see. In that case, it is a more unprofessional act than I thought. You will only incur ill will by such actions.

You and the Board are woefully out of touch with the state of morale on this campus. Or, you know and simply don't care. In that case, we'll see where your legacy takes this College.

I regret what I see happening on the PCC campus: it is not a business, but a place of learning and discovery. Money isn't everything! Be careful you don't stifle the need of people to explore their full intellectual potential through the policies you approve. Many schools are holding fast to what they see as truly important in the development of individuals, and not allowing the financial climate to completely overwhelm their better sensibilities.

Since you mention activities during the Holidays, it would be interesting to study how the Board and President have made decisions regarding sweeping changes at PCC, without Faculty/Student or other constituent input, during holiday periods. I think I'll do some research on that and let you know what I find.

Thanks, and keep in touch!

Kris Pilon

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