

Members of the faculty and administrators,

On Tuesday, December 11, 2012, Dr. Hankin signed the following statement:

Statement against Intimidation and Retribution

"To the entire WCC community:

Westchester Community College is firmly opposed to any form of intimidation or retribution against any faculty member who chooses to participate in any way in the activities of the faculty union (Westchester Community College Federation of Teachers).

Such participation may include:

- Becoming a member of the union
- Visiting the union office
- Raising concerns regarding employment at WCC to union officers or board members
- Expressing opinions about issues related to employment at WCC or about the union contract
- Attending union meetings, union-sponsored events, or union committee meetings
- Joining a union committee
- Running for union office
- Filing a grievance alleging violation of the union contract

Faculty members with low seniority, and particularly non-senior adjuncts, often feel vulnerable to the disapproval of their superiors.

The College Administration will not tolerate negative personnel actions taken against any faculty member

if the reason for the negative action is the member's engaging in union-related activities."

This is terrific news!! It means that we can expect the backing of the highest levels of the administration if we need to defend an adjunct or junior faculty member against retribution. It means that YOU CANNOT BE DISCIPLINED OR REMOVED FROM TEACHING IF YOU JOIN THE UNION, ATTEND A MEETING, OR BRING COMPLAINTS TO UNION OFFICERS. It means that YOU CAN HAVE YOUR VOICE HEARD ON ISSUES OF YOUR EMPLOYMENT AT WCC.

And particularly, it means that if you feel that you are being mistreated because you have participated in any way with the union, YOU SHOULD NOT HESITATE TO TELL US ABOUT IT. In the coming semester the WCCFT will be conducting a campaign against such intimidation. Our objective is nothing less than to PUT AN END TO THE ERA IN WHICH FACULTY MEMBERS KEEP SILENT OUT OF FEAR.

We will be asking for your help in this campaign. Your comments and ideas are welcome!

Mel

Mel Bienenfeld, President
WCCFT