



# 2018 WSLC Resolutions

Added on July 30, 2018

## RENEWING THE CALL FOR FULL SUPPORT OF THE LABOR COMMUNITY AND TECHNICAL COLLEGE SYSTEM

### *Resolution #19*

WHEREAS, the thirty-four community and technical colleges (CTC) of Washington serve nearly every working family in our state, providing adult basic education, professional and technical programs, supplemental instruction for state certified apprenticeship programs, academic transfer degree programs, and Bachelor of Applied Science degrees; and

WHEREAS, nearly 60% of all post-secondary students in Washington are enrolled in a community or technical college; and

WHEREAS, community and technical colleges provide the high demand job training our students want and employers need. These “high demand” programs in fields such as advanced manufacturing, dental hygiene, and cybersecurity move people into good jobs that are available right now and help our state compete in the global economy; and

WHEREAS, Washington State has established a goal of 70% of residents achieving a post-high school credential or degree which will, by necessity, require additional investment in the CTC system to accomplish; and

WHEREAS, Governor Inslee has prioritized Career Connect Washington in order to increase and expand career opportunities for young people throughout Washington State, which will also, by necessity, require investment in the CTC system; and

WHEREAS, according to the most recently available data from the state employee survey, 99% of state employees are paid below market levels, with the specific percentage below ranging from 10% to 90%; and

WHEREAS, the State Board for Community and Technical Colleges (SBCTC) faculty salary survey shows, similarly, that CTC faculty earn nearly 14% less than peers in comparable states; and

WHEREAS, an economic impact study conducted by EMSI determined that the CTC system produces a \$20.5 billion annual positive impact on Washington’s economy; and

WHEREAS, the median age of Washington CTC students is 26 years old, 44% are employed and enrolled at the same time, 28% are parents, and 43% are students of color; and

WHEREAS, CTCs offer open access to all who have the desire for higher education; and

WHEREAS, unionized faculty and staff are the heart and soul of the colleges and deliver the education and training, provide support to employees and students, and keep the campuses clean and well-maintained, benefitting students and our state's communities and businesses; and

WHEREAS, state funding to the community colleges has declined approximately 60% since 1989 on average, with most of the community colleges today receiving less than 50% of their budget from the state; and

WHEREAS, college budgets were cut dramatically during the Great Recession and state funding for the colleges remains stagnant at 2007 levels, leaving staff and faculty in the CTC system with little to show in salary growth; and

WHEREAS, chronic underfunding threatens the ability of colleges to attract and retain the excellent faculty and staff needed by students and those who hire them, with an employee turnover rate in some classifications exceeding 15%; and

WHEREAS, in contrast to the fact that over 40% of CTC students are people of color, only 14-16% of the faculty are, in part, due to underfunding; and

WHEREAS, custodians and entry-level office staff in the colleges are among the lowest paid classifications in all of state service with many earning only minimum wage and continually subjected to cost-cutting shift changes; and

WHEREAS, according to a recent study, a wage of over \$20 per hour is required to afford the average rent on a two-bedroom residence anywhere in our state (<http://nlihc.org/oor>) with some in-state regions requiring much more than that; and

WHEREAS, nearly 70% of the faculty in the CTC system are lower-paid, precariously employed part-time faculty, with the remaining 30% full-time, largely due to underfunding; and

WHEREAS, all of the major unions representing staff and faculty in the CTC system are united and will work together in support of this resolution; and

WHEREAS, the future of Washington's economy and workforce is directly linked to the health of the CTC system; and

WHEREAS, the support of all working people and our Labor Movement is essential to building and strengthening our Community and Technical Colleges; now, therefore be it

RESOLVED, that affiliates of the Washington State Labor Council (WSLC) raise awareness of the value of the Community and Technical Colleges to working families amongst their membership and with their community and business allies; and be it further

RESOLVED, that affiliates participate in the robust legislative funding campaign waged by AFT Washington, WFSE, WEA, and WPEA; and be it further

RESOLVED, that the WSLC urge the SBCTC to develop a robust budget request to address employee, student, and community needs in the 2019 legislative session, for example increasing the number of full-time faculty, improving the ratio of counselors to students, increase employee salaries, reducing outsourcing, increase employee diversity, etc.; and be it finally

RESOLVED, that the WSLC include and prioritize a robust investment into the CTC system as part of its Shared Prosperity Agenda in the 2019 legislative sessions.