

DAVID R. CADDY, Candidate for President of AFT2000

I've had the opportunity and good luck to spend my entire professional career at WCCCD. Over the years I have worked as an admissions officer, program coordinator, counselor, dean of students, and later, downriver campus president. Happily I returned back to the faculty as a counselor and psychology professor in 1994. As you can see, I have been on both sides of the aisle as both management and union. This has given me a well-rounded view as to what is at stake and how to get things done. It has been a privilege to serve AFT2000 for the past 15 years as a steward, negotiation team member, and most recently, chief negotiator for the last two 3-year contracts. Fortunately, I had the support of two committed union presidents and excellent negotiation team members. I am very proud of the strong results that our team made in an extremely difficult environment as the State of Michigan transitioned to an "anti-union" right-to-work law. Among our achievements were long overdue pay increases and new pay-grade steps for both full-time and part-time faculty, along with a much needed earlier pay date for part-time faculty beginning this last Spring semester.

I believe my main qualifications for leading AFT2000 are these:

- (1) I have no relatives working for WCCCD.
- (2) I have not accepted any paid faculty appointments from Dr. Curtis Ivery (i.e. department chair, HLC committee, 50th Anniversary committee, etc.)
- (3) Dr. Curtis Ivery, our Chancellor, deserves our respect and our working relationship should be cordial and professional. However, we cannot ignore that on many issues, such as pay, working conditions, increased full-time staffing, and the continued violations of our Board of Trustees contract, Dr. Ivery has been a clear adversary and not a partner of the faculty. We have succeeded in the past few years by confronting this fact.
- (4) During the last 3 years, Joanne Wittbrodt, Wallace Peace (current and past union presidents) and I, have made numerous presentations at the WCCCD Board of Trustees meetings to make the case for AFT2000 and its members. These sometimes difficult confrontations have resulted in:
 - (a) Increased political leverage in dealing with the college.
 - (b) 26 new full-time positions with the majority being hired from part-time faculty.
 - (c) 3 new WCCCD Board of Trustee members, who we energetically campaigned for and elected. These new members are pro-faculty, pro-student, and pro-Wayne County taxpayer. This is the most important thing going forward, as without political leverage, we can only beg, rather than negotiate. The current standings are: Dr. Curtis Ivery ~ 5 Board Members / Unions, Students, and Wayne County taxpayers ~ 4 Board Members. We have come a long way in these last few years and we must continue our progress in replacing board of trustee members who are tone-deaf to the needs of the students and the faculty and who mistakenly believe they work for the Chancellor rather than the

Chancellor working for the Board of Trustees of WCCCD. If we are not united and for ourselves, who will be for us?

AFT2000 is important. Don't take it for granted. We have all heard the negative complaints about union activities, lack of relevancy, corruption of organized labor, etc. When these incidents are true, they must be fixed. It is not an excuse to abandon this powerful, constructive, and useful tool to better the lives of working men and women. The union is strong only when a majority trust that it is working for ALL. What we in AFT2000 must watch out for:

- (1) Creeping cronyism and corruption. We had been told in the past that we were "lucky to have jobs" by former union leadership. This same leadership thrived by being on Chancellor-appointed committees, selective grievance pay-outs, etc., as the union membership fortunes sank. At that time, the interest in running for union office or making any other contributions to the membership was at an all-time low. I am very pleased to see the energy and interest of AFT2000 members in this current election cycle try to make this a better place to pursue our careers.**
- (2) The future is full of danger and opportunity. We must continue to reach out to the community for allies and new political connections who value teaching and learning. Automation is expected to eliminate MILLIONS of jobs in the next 10 years. What is our vision for this future of massive job disruption? Faculty must insist on shared governance at the college so that the expertise of our members can have the necessary and positive impact on our community. Our programs and course work must be vibrant, relevant, and forward-looking if we are to succeed.**

If elected, I will build upon the progress of the last 6 years, and put the members of AFT2000 first in all my professional interactions with the college. Regardless of the outcome of this election, I will be happy to work with any of the excellent candidates on the ballot. In closing, I urge you as voters to carefully consider your choices, and lend your efforts in making this union stronger and more inclusive. Good luck to all those running for office.

Best regards,

David R. Caddy, Current Chief Negotiator, AFT2000

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