

## AFT Washington Resolution 2022-01

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### 1 **Calling For Legislative Action and Building Labor Support on The Issue of CTC Workforce Pay**

2 **WHEREAS:** The thirty-four community and technical colleges (CTCs) of Washington serve nearly every  
3 family in our state, providing adult basic education, English Language Learner programs,  
4 professional and technical programs, supplemental instruction for state-certified  
5 apprenticeship programs, associate degrees, academic transfer degree programs, Running  
6 Start programs, and Bachelor of Applied Science degrees; and

7 **WHEREAS:** over 278,000 students, representing over 65% of all post-secondary public-school students in  
8 Washington choose Washington's CTCs, and at least 50% of CTC students are students of  
9 color; and

10 **WHEREAS:** for many years the workforce of the community and technical colleges, including classified  
11 staff, exempt staff, and faculty, has been underpaid; and

12 **WHEREAS:** the State Board for Community and Technical Colleges (SBCTC) estimates that CTC faculty in  
13 Washington state are paid at least 12.5% less than peers in comparable states, and  
14 Washington state's cost of living has significantly increased since the last salary review; and

15 **WHEREAS:** it is recognized by educators that students are best served when the faculty pool is more full  
16 time than adjunct and reflects the diversity of the student body, but the goal of increasing the  
17 diversity of the faculty pool is blocked by non-competitive pay overall, pay inequity between  
18 part-time and full-time faculty, and pay inequity between disciplines; and

19 **WHEREAS:** nearly 70% of the faculty in the CTC system are lower paid, precariously employed part-time  
20 faculty, and are even less diverse than full-time faculty at just 12% of adjunct faculty of color  
21 compared to 18% of full-time faculty of color; and

22 **WHEREAS:** the Legislature has recognized the problems caused by low salaries for nursing and high  
23 demand/STEM faculty and made investments to improve those salaries in the interest of  
24 better serving students, and

25 **WHEREAS:** those investments have positively impacted those specific programs and students, while creating  
26 significant wage disparity across faculty and creating divisiveness within the union, and

27 **WHEREAS:** the percentage of faculty of color and women faculty in high demand/STEM fields is lower  
28 than in humanities/social sciences and adult basic education such that economic disparity  
29 linked to race, ethnicity and gender is exacerbated as a result of these investments, and

30 **WHEREAS:** unionized faculty and professional and classified staff are the heart and soul of the colleges,  
31 providing education, training and support to students and employees, and keeping the  
32 campuses clean and well-maintained, benefitting students and our state's communities and  
33 businesses; and

34 **WHEREAS:** college budgets were cut dramatically during the Great Recession, and even though state  
35 funding for students has increased significantly, faculty and staff salaries remain stagnant,  
36 with no state-funded salary increases or COLAs between 2009 and 2015, leaving staff and  
37 faculty in the CTC system behind peers at other institutions on multiple metrics; and

- 38 **WHEREAS:** chronic underfunding of salaries threatens the ability of colleges to attract and retain the  
39 excellent faculty and staff needed by students, those who hire them, and Washington's  
40 workforce generally, with an employee turnover rate in some classifications exceeding 15%;  
41 and
- 42 **WHEREAS:** the American Federation of Teachers Washington, representing staff and faculty in the CTC  
43 system, is mounting a campaign committed to the goal of increasing compensation and  
44 addressing pay inequity in the 2023 legislative session; and
- 45 **WHEREAS:** the State Board for Community and Technical Colleges and college presidents have identified  
46 inadequate compensation as the priority in the upcoming legislative sessions; and
- 47 **WHEREAS:** Washington's elected leaders recognize the importance of an educated workforce in attracting  
48 good jobs, building strong communities, and continuing the state's track record of a cutting-  
49 edge economy, and has committed to a goal of 70% of adults achieving a post-secondary  
50 degree or credential; and
- 51 **WHEREAS:** the Washington State Labor Council and affiliates throughout the state recognize the role of  
52 the CTC workforce in ensuring working families have access to living wage jobs and a  
53 pathway to economic security; and
- 54 **WHEREAS:** the future of Washington's economy, communities, and workforce is directly linked to the  
55 health of the CTC system; therefore, be it
- 56 **RESOLVED:** that AFT Washington prioritize the issues of inadequate compensation and pay inequity in  
57 their 2023 legislative agenda, and be it further
- 58 **RESOLVED:** that AFT Washington build support within the Washington State Labor Council community to  
59 establish these issues as a top priority in the WSLC legislative agenda, and be it finally
- 60 **RESOLVED:** that AFT Washington submit this resolution to the WSLC for consideration at its July 2022  
61 convention, calling for support in the following ways:
- 62 ○ That the WSLC prioritize investments that further the CTC system goals of recruitment  
63 and retention of the CTC workforce, including but not limited to addressing inadequate  
64 compensation
  - 65 ○ That the WSLC will actively support policies and funding that will increase equity across  
66 instructional programs and between full and adjunct/contingent faculty, and will  
67 advocate against funding proposals that increase disparity among the CTC workforce
  - 68 ○ That the WSLC actively support equitable legislative investments in the CTCs that support  
69 the state's goal of 70% attainment of post-high school credentials
  - 70 ○ That the WSLC elevate and amplify the work being done to secure the needed investments  
71 in the CTC workforce within the Labor and broader communities