



Dear President Bulger and members of the LCC Board of Directors,

On behalf of the OEA Board of Directors, I am writing to express our concern over the inaction of the college in response to the numerous issues raised by members of the Lane Community College Education Association. The culmination of the college's inaction is detailed in the eighteen pages of the Unfair Labor Practice complaint filed December 15, 2023.

The issues outlined in the ULP are serious and should be addressed immediately. They include:

- Targeting of union officers for retrenchment / layoff
- Union surveillance by administration
- Ignoring contractual processes for retrenchment, resulting the targeting of three faculty
- counselors of color who had filed racial discrimination complaints and grievances due to
- disparate treatment
- Disparaging remarks made by President Bulger and others towards union officers

We urge you to immediately address the issues outlined in the ULP. The students of Lane Community College deserve to have high functioning administrators who model the actions required in order to achieve LCC's mission of providing "quality, comprehensive, accessible, inclusive, educational opportunities that promote equitable student success."

The inaction and delays in promptly responding to faculty concerns damages not only the student experience, but the reputation of LCC. Our community colleges are a vital part of our public education system and essential to helping Oregonians live into their full potential. As such, campuses and those who run the systems on campus should be models for what a functioning democracy holds – the rights of workers and their employers to bargain, the right to free speech, freedom, respect and dignity for all, no matter their identity, race, role, ability or age.

The solutions proposed in the ULP are reasonable and fair. Among the remedies asked for are:

- That the College cease and desist from engaging in unlawful actions
- That the College place Bonnie Simoa in the Part-Time Faculty hiring pool
- with her seniority
- That the College's administrators attend a training on the PECBA and the collective bargaining agreement
- That the Board provide the Association with the information requested regarding racial bias complaints.

On behalf of our 42,000 members, we urge speedy resolution to the ULP and a recommitment to a respectful dialogue, demonstrated support for diversity, equity, and inclusion through reinstatement and full staffing of the DEI office, and true collaboration with all employees, especially the hard-working LCC faculty represented by the Lane Community College EA.

Sincerely,

A handwritten signature in black ink, appearing to read "Reed Scott-Schwalbach", written over a light blue horizontal line.

Reed Scott-Schwalbach

President

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Oregon Education Association/NEA affiliate