



Raymond J. Noonan, Ph.D.
A Building, AX-13, Ext. 7460

To: UCE Executive Committee and Officers

From: Raymond J. Noonan, Ph.D.

A handwritten signature in blue ink, appearing to be "RJN", is written over the printed name.

Re: Four Requests for the Effective Governance of the UCE

Date: March 16, 2005

This letter is for four requests that I believe would more effectively serve the needs of our members:

The first is that a proper election for the Executive Vice President and the Vice President for Faculty be included in the current election cycle to complete the second year of their terms of office. As you probably noted in my recent newsletter, I believe it is improper to have these two offices remain acting positions for a second full year when there is a regularly scheduled election available to fill them in the democratic manner befitting a membership labor organization. This should be done immediately to avoid incurring the additional costs of separate mid-term elections.

The second is that appropriate steps be taken to amend the UCE Bylaws to provide for an orderly line of succession in the event that an office is vacated during a term of office. They should not be arbitrarily appointed with the appearance of being self-serving. The democratic principles embodied in our Collective Bargaining Agreement regarding college governance should appropriately apply to the UCE as well. There is sufficient time this semester that it could be accomplished before the end of the school year.

The third is to provide an unquestionably secure means of receiving and counting election ballots to assure all members that voting is fair, anonymous, and tamper-proof. Many members believe this is currently not the case and it may account for the exceedingly low response rate.

The fourth is that the UCE assume joint publication of the *UCE Rebel* to provide an independent voice for those members who strongly believe that certain aspects of UCE operations require reform to appropriately represent *all* members of the Union. The fact that, for example, the College pays for the printing of Union materials, suggesting that the UCE is at some level a company union, might be countered by recognizing the diversity of opinion UCE support of the *UCE Rebel* would provide. I believe this would help to foster wider participation by members in achieving our collective goals by leveling the playing field for current "insiders" and "outsiders" alike by living our democratic ideals—somewhat like the equal-time doctrine for political parties.

I urge an affirmative vote on these measures at your next meeting on April 12. I will urge all UCE members to attend this Executive Committee meeting (from 1 to 2pm in room A803 on Tuesday, April 12, 2005) to support them as well. We should be considered assets of the UCE as well as FIT!

Cc: UCE Members