

SAN FRANCISCO STATE COLLEGE
1600 HOLLOWAY AVENUE • SAN FRANCISCO, CALIFORNIA 94132

OFFICE OF THE PRESIDENT

March 18, 1969

To: Faculty and Staff of San Francisco State College

In settlement of the strike of A. F. T. Local 1352, the College Administration has taken two positions which have been widely misunderstood.

The first is No. 2: "Any matters of amnesty, arrests and warrants affecting members of the A. F. T. Local 1352 will be referred to meetings of representatives of San Francisco State College and such local." This position does not bind the administration to grant amnesty, request the withdrawal of warrants, or the like. It means only that the administration agrees to meet and confer with representatives of Local 1352 before proceeding to further action, in cases that involve members of the local. It is further understood, of course, that the reference is only to matters immediately related to the A. F. T. strike.

The second is No. 6: "No academic employee who has been assigned a reduced teaching load during 1969 and after would be docked or otherwise have his pay reduced as a result thereof so long as said assignment was made in accordance with College procedure and the staffing formula." First, this has nothing to do with pay docks for days out on strike. Secondly, it is applicable to all faculty, not to members of the A. F. T. as such. Third, it does not signalize the institution of the "nine-unit load." Fourth, it is not designed to work to the benefit of any one department or school more than another.

Point 6 simply means that no faculty member will be penalized because of a decision made by proper authority, provided his allocation of released time was made by proper means and within proper limits. It is the responsibility of department chairmen and others in the administrative line to justify allocations, and all are, of course, accountable for their decisions. Meanwhile, any faculty member or department chairman who believes that he or his department is being short-changed should certainly pursue the matter through appropriate administrative channels.

There is an impression among some that the College yielded to Local 1352 special benefits not available to the rest of the faculty. A careful reading of the terms of the settlement, however, should dispel this erroneous impression.

Point 1 states the law.

Point 2 is a courtesy extended to a bonafide faculty organization.

Point 3 confirms the position of the Statewide Academic Senate.

Point 4 confirms an action completed before the strike began.

Point 5 is sound basic policy.

Point 6 is no more than justice to the individual.

Point 7 refers an academic policy decision to the Academic Senate.

Points 8 and 9 provide decent means for a return to work.

What is important for the future is not who "won" or "lost," but how we can work together to restore the College to its former quality and reputation. This cannot be effected by nursing rancor, nor by exhausting one another in academic in-fighting.

We still have human resources of the highest potential, and we may yet regain the air of excitement, the role of leadership, that sweetened our labors, and that kept us sensitive and free to meet the changing needs of a changing world.

An uncompromising spirit, of which we have had recent examples, is the certain sponsor of frustration and decay. A spirit of cooperation, flexibility, and commitment to reasonable and dispassionate discussion is the only solidly constructive spirit a college community knows.

S. I. Hayakawa

S. I. Hayakawa
Acting President

Frank D. Dollard

Frank D. Dollard
Executive Vice President

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