

Mr. Harold Epps, Board Chairman
Dr. Guy Generals, President
Community College of Philadelphia
1700 Spring Garden St.
Philadelphia, PA 19130

Dear Chairman Epps and President Generals:

Community College of Philadelphia provides an invaluable service to the people of this city by preparing its students to be, as your mission promises, *informed and concerned citizens, and active participants in the cultural life of the city*. CCP is an essential service for lifting families out of poverty and addressing the inequalities and hardships too many Philadelphians face.

As elected and organization leaders, we recognize the critical role Philly's college plays to provide Philadelphia's only open access and affordable college pathway to so many Philadelphians, including first-generation college students and immigrant students. We value the College's Board and administration, and everyone who helps keep CCP running.

We also value members of the Faculty and Staff Federation, AFT 2026, the union which includes housekeepers, administrative assistants, electricians, professors, IT professionals, advisors, counselors, librarians, plumbers, and others who are dedicated to supporting CCP and its students.

As such, **we write to urge you to settle a contract as soon as possible—one that centers dignity, respect, health, and safety for all CCP faculty and staff. Specifically, we would like to raise concerns about the following issues:**

1. **Fair Wages and Investment:** Half of staff don't make a living wage for a family of one, hundreds more staff and faculty don't make a living wage for a family of two. Part-time faculty are paid as little as 56% of the equivalent full-time faculty rate for teaching work. One job should be enough, yet hundreds of CCP employees are forced to work overtime and multiple jobs to make ends meet. Worse: high inflation equates to a pay cut for everyone.
2. **Working Conditions:** Since the pandemic, the number of staff and faculty at CCP have shrunk by 20-25%. As a result of such short staffing, workloads and

responsibilities are untenable. Further, staff need increased workplace protections and avenues to resolve conflict, full-time faculty need to maintain job security and academic freedom, and part-time faculty need increased parity and respect for their contributions in the form of tangible improvements such as dedicated workspaces and course cancellation fees

3. **Learning Conditions:** CCP students need and deserve smaller class sizes and faculty and staff who are not stretched thin from overwork. To succeed, students need increased support such as increased support staff, SEPTA transpasses, and childcare.

The excellence of Community College of Philadelphia depends on investment in its people. Nearly 1,000 faculty and staff remain in a state of uncertainty while working under the terms of their expired agreements.

We understand that negotiations are challenging, and we are committed to making sure CCP has the full funding necessary to meet its needs. **Our city is stronger when we recognize that the working conditions of our teachers and staff are inextricably linked to the learning conditions of our students.**

After four decades of disinvestment, both the City of Philadelphia and Commonwealth of Pennsylvania have increased their investment in the college, and student enrollment is steadily growing and almost back to pre-pandemic levels. **Now is the time to invest in the dedicated, talented, and diverse faculty and staff who serve Community College of Philadelphia students, and in doing so, serve Philadelphia and Pennsylvania.**

Sincerely,

Todd Wolfson
President, American Association of University Professors (AAUP)