



February 22, 2022

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Faculty Association

Negotiations Update #2

This update is to provide our members with a very general summary of what is happening in negotiations. The specifics of the TAs will be presented at Rep Council. Each representative will then share with the department members. Salary and benefits have yet to be discussed.

The Faculty Association (FA) represented the faculty in negotiations on February 4, 2022 from 9 a.m. – 1:15 p.m. and exchanged proposals with the District. The FA's first proposal addressed gendered language in 16.E.: Maternity Leave. Together the District and the FA reached its first Tentative Agreement (TA) on the language. Hopefully, this is a sign that negotiations will proceed in a timely manner.

The FA also proposed the following during the negotiation session:

- A new form to track the “mutual agreement” processes that appear mostly in Article 10: Workload. The form would allow both the District and FA to accumulate data regarding how this language is being enacted across campus.
- Additional language to 10.B.2.a. regarding office hours that currently is in a side letter but has yet to be added to the contract
- Compensation for adjuncts who lose assignments (10.D)

The District proposed the following during the negotiation session:

- Changing the 5 college service hours to 4 and move the hour to an additional weekly office hour for full-time faculty (10.B) thus reducing an hour of service to the college (10.A.3)
- Allowing a cancelled office hour to be rescheduled outside of the week the office hour was originally to take place (10.B.2)
- Adding an additional on-campus Flex Day (10.I) which, dependent upon any agreement, could generate additional revenues. When, how, and why has not yet been discussed.
- Limiting full-time professors' right to displace adjunct professors' courses to cancelled contractual courses only, not overload (10.L.1.a)

The FA is now conducting a survey to get your input on these and other issues. Responses are required by February 28th.

The next negotiations meeting is set for 9 a.m. – 1 p.m., Friday, March 4th.

Please direct any questions or concerns to Emily Woolery, President (erwoolery@gmail.com) or Tamra Horton, VicePresident (t.horton.fa@gmail.com).

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Sandra Esslinger
Lead Negotiator