



March 4, 2022

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Faculty Association

Negotiations Update #3

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 negotiation meeting set for Friday, February 25th was cancelled. The Faculty Association (FA) represented the faculty in negotiations on March 4, 2022 from 9 a.m. – 1:00 p.m. and exchanged proposals with the District.

The FA proposed the following during the negotiation session:

- Increasing flexibility in office hours for Chairs and basing remuneration for intersessions on the Chair salary scale rather than on overload rates as is currently the practice (10.M.1 and 10.M.5)
- Increasing transparency in the process of assigning classes to adjunct faculty and prioritizing a second class assignment to adjunct with rehire rights over a first class assignment to adjunct without rehire rights (10.R.1)
- Allowing adjunct faculty an opportunity to cross columns twice during the year rather than once (Appendix C, Advancements)

The District proposed the following during the negotiation session:

- Adding an additional mandatory training for Chairs for spring term and converting some of the Chair office hours to mandatory monthly campus-wide Department Chair/Administration meetings (10.M)
- Clarifying language for the establishment of rehire rights for adjunct faculty (10.R) and eliminating rehire rights based on previous full-time teaching experience to retired full-time faculty (deleting 10.R.5)

The next negotiations meeting is set for 9 a.m. – 1 p.m. March 18th.

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

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Sandra Esslinger
Lead Negotiator