



May 31, 2022

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Faculty Association

Negotiations Update #9

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.

The Faculty Association (FA) represented the faculty in negotiations on May 27, 2022 from 9:00 a.m. - 1:00 p.m. and exchanged proposals with the District.

Salaries

Article 7: The FA and the District exchanged proposals on salaries. At the moment, we are very close for 2021-22 and will work together to close the gap. The FA has proposed salaries into next year. Additionally, the FA proposed state funded COLA automatically applied to salaries and appendices in the future. The District did not propose beyond 2021-22.

Benefits

Article 8: The FA and the District exchanged proposals on Benefits. The FA submitted a proposal with a self-adjusting formula that would fully fund single, two, and family parties for a mid-level plan. The District offered to increase the two-party tier by \$876 annually and the family tier by \$968.

Currently, middle managers and other employee groups receive \$6,255 more than full-time faculty for their family health insurance. Faculty are funded at the lowest rate of ALL employees. The District has saved approximately \$1.5 million over the last two years by not funding full-time faculty benefits at the same rate as the other employee groups.

Faculty Responses

Article 21: (Formerly Other Forms). (FA Proposal) The FA responded to the District's response to move issues with mutual agreement to the Dispute section of the contract.

Article 13.A: Distance Learning. (District Proposal) The District proposed amendments to 13.A for compliance with State law and accreditation. The FA responded with language clarification on several definitions. The District requested the opportunity to audit DL classes for accreditation. The FA rejected that proposal as unnecessary and too permissive.

District Responses

Article 10.R: Adjunct Faculty Rehire Rights. (FA and District Proposal Merged) The FA and District continue to discuss subsequent class assignments and the place of retirees in the adjunct seniority list.

Article 10.M. Department Chairs: (FA and District Proposal Merged) The District agreed that hours currently used for monthly Division meetings may be utilized by the Instruction Team or the Division. The District proposed to revisit the Department Chair appendix for potential restructuring and compensation in next year's negotiations.

Article 10.B. Office Hours: (FA and District Proposals Merged) The District agreed to leave office hours and service hours to the college at status quo. However, the District still has interest in the faculty submitting the H.11 at the end of each term. The FA proposed by appointment office hours; the District responded with "by approval."

The District and the faculty are in agreement in principle with the adjunct office hour pilot program.

Article 10.G.6–Double Ticket Sections: (FA Proposal) The District offered to increase the load factor for double tickets. The FA acknowledged this as positive movement in the direction toward an equitable pay structure for double ticket faculty, but changing the load factor has consequences especially in the sciences. Both teams will continue their research.

The next negotiations meeting is set for June 13th from 1:30-5:00 p.m.

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

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Sandra Esslinger
Lead Negotiator