



Faculty Association Negotiations Update #16

STRONGER TOGETHER!

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 08/15/2024

We met with the District team for the **19th and 20th times** for 2 hours each session on Tuesday, August 13, and Thursday, August 15. The teams are scheduled to meet next on Tuesday, August 20, from 1:30-3:00 PM.

Team members in attendance:

District:

August 13: Sokha Song, Alexis Carter, Kelly Fowler, Lance Heard, Delana Miller, and Morris Rodrigue.

August 15: Sokha Song, Alexis Carter, Francisco Dorame, Delana Miller, and Morris Rodrigue.

FANT:

August 13: Sandra Esslinger, Emily Woolery, Joshua Christ, Herschel Greenberg, and David Mrofka.

August 15: Sandra Esslinger, Emily Woolery, Joshua Christ, Herschel Greenberg, David Mrofka, and Benjamin Vu.

Overview: Your support has made a difference! Although we are not done yet, there has been quite a bit of movement on some of the District's hard "no's" in negotiations. We achieved six (6) Tentative Agreements on August 15th in just 2 hours. We have one area that we are especially intent on achieving, the Adjunct 15-year longevity bonus, which would be a clear statement of appreciation to many of those who have been so dedicated to Mt. SAC. The District benefits from adjunct employment and from their own longevity bonuses even more tremendously, so we believe this is a fight for equity.

Previous negotiation updates showed equity gaps in faculty contract rights. While we have not achieved the equity we sought, we are moving in the right direction. The FA is committed to closing equity gaps in future negotiations.

There are two negotiation sessions that are represented here. Most of the proposals were exchanged, so we will summarize their status as of August 15th, 2024, while including the details from the previous negotiation.

FA Response:

Appendix A.4.i-Initial Placement: There have been issues regarding whether a faculty member should be placed on a vocational or academic track for salaries. The Faculty is working on a fair process that determines the track before the position is offered.

District Responses:

Article 10.B.5–Adjunct Office Hours: The District responded that they will increase the office hour rate based on a contingency for Chancellor’s Office Funding. We are working on the details of the response, but we feel we are close to agreement on this proposal.

Appendix C–Adjunct Longevity: The District rejected the FA’s proposal for a 15-year adjunct longevity. The FA remains committed to the equitable treatment of all faculty, and will continue to explore solutions that will close existing equity gaps.

Tentative Agreements:

Appendix E–Reassigned Time: The FA and the District reached an agreement and will sign an MOU to make this effective upon signing. The impact of the agreement is as follows:

- The 705 Coordinators will be removed from the contract / Appendix E, but the 705 Coordinators who were anticipating a coordinator position in the Fall 2024 semester will be provided with their anticipated coordinator reassignment to ensure that all AB 705 coordinator work is concluded.
- There will be several positions **added** to Appendix E, as follows:

Position Title	Annual Load / LHE	Method of Appointment	Responsible Manager
Commercial Music / Audio Arts Program Coordinator	5	Department Vote	Dean, Arts
Geotech Coordinator	3	Department Vote	Dean, Natural Sciences
Interpreting Program Coordinator	4	Department Vote	Dean, Humanities
Legislative Liaison	6	Academic Senate	Vice President, Instruction
Paramedic Clinical Coordinator	8	Department Vote	Dean, Tech & Health
Theater: Production Coordinator; including Sound and Media Design***	1 ***(LHE shown is “per show,” with a maximum of five shows per year)	Department Vote	Dean, Arts

Vocational Nursing (VN) Program Coordinator	9	Department Vote	Dean, School of Continuing Education****
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Changes and updates to positions that already exist within Appendix E are as follows:

- Art Gallery Coordinator - This position will now be elected by a vote by the Fine Arts Department.
- Vet Tech Director - This position will remain at 36 LHE but will no longer be eligible to extend their assignment into summer and winter intersessions. Instead, the professor elected to this position will have their contract converted to a 12-month, full-time contract for the duration of the assignment, to run from July 1st of the year elected until June 30th of the year in which the reassignment ends.
- The Academic Senate (in 10.H.3.b) will now have 40 LHE for reassignment of their officers, up from the previous 36 LHE. The intention of this is to award an additional 4 LHE to the Co-Vice Presidents to cover the additional workload of ever-changing regulation that falls under Senate purview.
- Reassigned positions elected by department or division vote will now have the term of the position determined by the department or division prior to the election, for up to 3 years in length. This is an effort to reduce the number of elections required for positions, as well as allow for positions that require more than a year of planning to see the project(s) they are planning through to conclusion.

Article 8–Benefits: The District agreed to increase the Benefits Contribution based on the same formula as the other employee groups in SISC. The district response allowed these increases to continue on an ongoing basis.

Appendix A.5–Longevity: The District agreed to a 15-year full-time longevity step for the same allowance as the other steps as it was less costly than a percentage increase. It will be retroactive and apply to the retirees who took the Retirement Incentive. The FA recognizes that this is a step in the right direction towards equitably recognizing the service of all employee groups.

Appendix A.6–PGH: The district agreed to allow for 3 additional hours paid for adjunct professional development. The District committed \$35,000 annually for the additional 3 PGH. All PT faculty will still be compensated for their first 6 hours of PGH, and the additional 3 hours will be paid on a first come first served basis until a \$35,000 pool of money is expended.

Article 10.M.4–Department Chair Elections: The FA and the District reached an agreement on a faculty-driven process for Department Chair Elections, which clarified the Dean’s role and the Department's roles. All adjuncts shall be allowed to vote in Department Chair elections.

Article 7.C–Mandatory Training: The District and FA reached an agreement on mandatory training as these are legally mandated. Training is now legally mandated annually instead of biannually, and an added 2-hour training for violence in the workplace is also mandated.