



Faculty Association Negotiations Update #18

STRONGER TOGETHER!

To: All Faculty

From: Joshua Christ and Herschel Greenberg, Co-Lead Negotiators

Date: 08/26/2024

We met with the District team for the 22nd time for 2 hours on Monday, August 26th, 2024.

Team members in attendance:

District: Sokha Song, Alexis Carter, Kelly Fowler, Lance Heard, Delana Miller, Francisco Dorame and Morris Rodrigue

FANT: Herschel Greenberg, Joshua Christ, Emily Woolery, and Benjamin Vu

Overview: We hope you had a great first day of the semester. It is unusual to negotiate on the first day of classes, but FANT changed their schedules in our continuous effort to close negotiations.

During FLEX day, the District touted its equity work, focusing on initiatives and plans focused on equity for students. However, the District continues to show no interest in equity for its own faculty, the heart and soul of this institution. As you will see in the responses below, the District refuses to see the merits of these proposals far outweigh the financial implications.

District Responses:

Appendix C – Adjunct Longevity: The District provided a formal response to the 15-year adjunct longevity proposal. The answer is still no. Their response included the rationale that since the full-time faculty received their 15-year longevity increment, there is no money for the 15-year adjunct longevity increment. This shows the District's lack of concern over equitable conditions for adjunct.

Article 10.G.8.c – Equivalent Loads [Noncredit Professors]: The District returned the contract language to status quo in most areas. The District countered with 20 minutes of preparation time for noncredit professors rather than the one hour requested by the FA to create alignment with the credit professors' workload. However, in doing so, they created potential contradictions, such as exceeding the 36 hours they are allowed to work. Once

again, there is an equity gap when it comes to paying non-credit professors for the valuable work they do. The FA is working on a response to this proposal.

Article 10.R – Adjunct Rehire Rights: This article was originally proposed by the FA on June 7, 2024. The District finally responded by requesting a workgroup made up of two FA members and two District members. The workgroup would be tasked with testing solutions to fixing and maintaining the adjunct rehire rights list, including updating computer software or creating new fields in existing programs. The District was asked questions about protecting adjuncts under the current contract; the District will add additional responses to this proposal regarding these protections in the Fall. If accepted, Article 10.R would remain status quo and the workgroup would begin meeting once all members are appointed. Any employer, especially one as big as Mt. SAC, should be responsible for keeping accurate records of all its employees; the failure to do represents an equity issue.

Article 20 – Grievances: The District agreed with Article 20.A.5 and the language regarding an abeyance. The District agreed with Article 20.B.5 with one minor language change for clarity. However, while the District agreed with a mediation workgroup in 20.B.3.c, the District removed the workgroup’s deadline of November 1st. The FA is working on a response setting parameters for this workgroup.

FA Responses:

Appendix A.4 – Initial Placement: The FA and the District are too far apart on some of the core concepts in this proposal. In an attempt to close this round of negotiations, the FA formally withdrew Appendix A.4. It will be re-examined in the next round of negotiations.

The next negotiations meeting is set for Tuesday, Sept. 3rd from 3:30pm – 5:00pm.