



Faculty Association Negotiations Update No. 2

STRONGER TOGETHER!

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 03/01/2024

This update provides our members with a very general summary of what is happening in negotiations. The specifics of any tentative agreements (TAs) will be presented at the Representative Council. Each representative will then share with the department members.

We met with the District team for the third time on March 1, 2024 from 9:00am-12:00pm.

The Faculty Association Negotiation Team (FANT): Emily Woolery (Library, President of the Faculty Association), David Mrofka (Geology), Herschel Greenberg (English), Robin Devitt (California Teachers Association), Benjamin Vu (Short-Term Vocational), Joshua Christ (Theater Arts), and Sandra Esslinger (Art History, Faculty Association Lead Negotiator).

The District Team: Sokha Song (VP of HR and Lead Negotiator), Kelly Fowler (VP of Instruction), Tami Pearson (Associate VP, School of Continuing Education), Lance Heard (Dean, Technology and Health), Alexis Carter (Senior Director, Labor Relations and Employee Services), Francisco Dorame (Dean, Counseling), and Delana Miller (Chief Fiscal Services Officer).

The current state of negotiations this semester has resulted in the complete negation of all of the Faculty Association's proposals and responses. The only proposals advanced by the District are related to: (1) a proposal to completely remove the dispute and mutual

agreement section of the contract (Article 21) – a significant takeaway and (2) amendments to the contract for minimal legal compliance.

District Response:

Appendix A: Longevity: The FA proposed a 15-year longevity increment and converted the increments into percentages to create equity among the other employee groups. All groups have a 15-year longevity increment, and all other employee groups calculate their longevity based on compounded percentages. The District responded by striking all proposals made by the FA, with no movement.

Article 10: Adjunct Office Hours: The FA has proposed increasing the adjunct office hour rate to the non-teaching rate to reflect their professional service to students. The District responded by striking all proposals made by the FA, with no movement.

Article 16: Reproductive Loss Leave: The District added this leave as California requires this leave under the Government Code. The FA responded by clarifying language and increasing paid leave. The District struck all responses made by the FA.

Article 16: Bereavement Leave: Under the Government Code, the District increased this leave from 3 to 5 days. The FA responded by increasing the leave by 2 days if extended travel is necessary. The District struck all responses made by the FA.

FA Proposal:

Appendix A.6.b: Professional Growth Hourly Incentive (PGH): The FA proposed that the annual hours for PGH for adjuncts would be increased from 6 to 12 hours. The District will respond at a future negotiation.

United We Are Stronger!