



Faculty Association Negotiations Update #8

STRONGER TOGETHER!

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 05/22/2024

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

We met with the District team for the 9th time on Friday, May 17, 2024, from 9:00 am to 1:00 pm and for the 10th time on Tuesday, May 21, 2024 from 3:00 pm to 5:00 pm. The May 21st meeting was specifically to address Article 13. We will meet again on May 23rd to continue the discussion regarding Article 13: Distance Learning.

Team members In attendance:

District (May 17): Sokha Song, Alexis Carter, Tami Pearson, Lance Heard, and Francisco Dorame

District (May 21): Sokha Song, Kelly Fowler, Alexis Carter, Francisco Dorame, Delana Miller, and Lance Heard

FANT (May 17 and May 21): Sandra Esslinger, Herschel Greenberg, Benjamin Vu, Joshua Christ, Emily Woolery, David Mrofka, and Robin Devitt (CTA)

Overview:

The Faculty are actively working to resolve the FA proposed package that supports Regular and Substantive Interaction (RSI) and captures the “Senate Taskforce—Accreditation and RSI” report approved by the Academic Senate on April 11, 2024, detailing the “Specific and Achievable Recommendations from the Academic Senate for Addressing RSI.”

The FA would like to reiterate that Dr. Martha Garcia, Mt. SAC President/CEO, asked the Senate to write this report, which was not only approved by the Senate but also supported by Dr. Garcia. The FA’s package proposal was to support RSI only and did not include any changes to Article 13 beyond supporting RSI. The District knows we need to resolve this in a timely manner due to accreditation, yet inserts its interests into this document.

Again, we did not resolve this proposal during May 17 negotiation session, therefore, we scheduled an additional meeting on Tuesday, May 21 as a direct effort to reach a resolution on this important and time-sensitive topic.

The discussion over the Article 13 package proposal took most of the May 17 negotiation session, so there was only the opportunity to present one proposal on the FA Side. The FA requested the district email their responses

to two articles, as we would like to keep negotiations moving in other areas as well. The discussion primarily hinged on whether the RSI Review next year was mandatory or voluntary in the Task Force Report, which we confirmed with Senate in advance and during the negotiations, RSI review is to be voluntary. Senate has been working closely with FA on this and we have shared the documentation after it is proposed.

On Tuesday, May 21st, FANT was very disappointed because the district reinserted many a number of their other changes to Article 13 that were not RSI-related causing additional delays to our negotiations.

Conversations about these additions lasted the entire two hours of the May 21 meeting, delaying the resolution of this urgent issue. Additionally, the district has not provided adequate rationale for many of its Article 13 changes and, when asked directly, is unable to fully answer the questions, which is not conducive to reaching an agreement. We are clear that “District” proposals sometimes come from specific areas, these Article 13 asks are clearly related to instruction.

Please [follow this link](#) for examples of the additions so you can see examples of some Article 13 insertions outside of RSI.

The FA remains very interested in closing in June and is keen on resolving Article 13: Distance Learning ASAP so that the Academic Senate and Mt. SAC can implement their RSI needs for accreditation.

Faculty Association Proposal and Response:

Article 13—Distance Learning (FA Response): Please see above.

Appendix C—Adjunct Longevity Increment (FA Proposal): The FA proposed a 15-year Longevity Increment for Adjunct Faculty.

District Responses (via Email):

Article 20—Grievance Procedure: The District responded to the FA response for the grievance process. The District responded by inserting the appropriate Vice President into all levels of the grievance process, including the initial process. This language could eliminate resolution at the lowest possible level, as the Vice President hears grievances at level 3—and should not be biased by what happens before their assignment to level 3.

Article 21—Disputes and Mutual Agreement: After the District proposed to strike the entire article, the FA responded by retaining mutual agreement processes. The District has agreed to retain the mutual agreement process and has proposed language changes on policies in place to assist with any professional disputes. The FA will respond.

The Faculty Association Negotiation Team is working hard to protect our profession! We need you to support negotiations, please contact our organizer Loni Nguyen at askme@loni.net.

United We Are Stronger!