



Faculty Association Negotiations Update #9

STRONGER TOGETHER!

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 05/24/2024

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 11th time on Thursday, May 23, 2024, from 3:00-4:00 pm This meeting was specifically to address Article 13: Distance Learning.

Team members In attendance:

District: Sokha Song, Alexis Carter, Francisco Dorame, and Delana Miller.

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

Article 13—Distance Learning:

On Tuesday, May 21, FANT was disappointed because the district reinserted non-RSI-related changes to Article 13, causing additional delays to our negotiations.

The Faculty Association responded on Thursday, May 23, with detailed rationales for the District's response with their added conditions. You can read the previous update (Negotiation Update No.8) for background and excerpts of contract language by [clicking this link](#). We accepted some changes, modified others, and proposed adjustments to the district's responses, but the core issues remained unchanged. We aimed to swiftly resolve the package supporting RSI and aligning with the "Senate Taskforce—Accreditation and RSI" report approved by the Academic Senate on April 11, 2024, outlining the "Specific and Achievable Recommendations from the Academic Senate for Addressing RSI."

The FA would like to continue to emphasize that Dr. Garcia requested the Senate to prepare this report to protect the College's accreditation, which not only received approval from the Senate but also garnered support from Dr. Garcia.

The negotiations on Article 13 have been extended for an excessive period. FANT alone has spent 9 hours in meetings between Friday, Tuesday, Wednesday, and Thursday, not including the time invested in drafting responses, only to end up essentially where we began. This has been disheartening and frustrating for the faculty. The good news is that we currently believe that we have a tentative agreement based on draft language, pending finalization, that will protect the college's accreditation. We hope to have a signed agreement with barely enough time for the Senate to begin its work before the Senate goes into summer recess. Despite the prolonged discussions and district delays, the resulting agreement closely resembles the original proposal put forth by the Faculty Association.

The FA remains very interested in closing in June!

The FA did not exercise its right to reopen any part of the contract, except for the automatic reopeners— Appendices, Benefits, and Salaries. We have not resolved these areas yet.

So far, the District has consistently delayed all financial requests, refusing to budge on providing **at least** the remainder of state-funded 8.22% COLA (money they have already received a year ago) and agreeing to an equitable service increment structure, modeled after all of the other college bargaining units. The FA Negotiations team is deeply concerned that the District has INTENTIONALLY delayed further response on both salaries and service increments, by dragging their feet even though they received the money over a year ago. We are concerned that the June Board meeting will occur after the Spring semester ends and need **FACULTY TO MAKE A STAND** even though they are off contract. Please consider being a part of various organizing efforts as the FA attempts to close negotiations before the 2024-2025 academic year.

What does 4.11% equal? At least \$200-250 per 3 LHE class for adjuncts and full-time overload. For a full-time faculty, it would mean between \$3300-\$6000 per year, **EVERY YEAR FOR THE REST OF YOUR CAREER!!**

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!