



Faculty Association Negotiations Update No. 1

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 11/18/2024

We met with the District team for the 1st time for 2 hours on Friday, Nov. 15th, 2024.

Team members in attendance:

FANT: Herschel Greenberg, Joshua Christ, Emily Woolery, Benjamin Vu, Beta Meyer, Gayle Watkins, and Robin Devitt

District: Sokha Song, Alexis Carter, Lance Heard, Tami Pearson, Koji Uesugi, and Adam Roman

Overview:

The first hour of this meeting was dedicated to normalizing the negotiations process. New team members on both sides and a shorter negotiations session per week required a discussion and understanding of the proposal process. The District also brought forth three proposals, one of which was agreed upon during the meeting.

Normalizing:

The normalizing discussion began with the FA and District sharing their visions for negotiations. We spent time defining concepts. By using the same language, the District and the FA will be better equipped to discuss issues and resolve disagreements.

The District agreed to meet with the FA's lead negotiators to discuss any EERA requests in order to make sure the District understands what FANT is asking for. With past requests, we would often not get what we were asking for because the District and the FA were not using the same concepts. For example, an "active" faculty member is different from an "actively working" faculty member. By meeting with the District immediately after submitting the EERA request, we can make sure the data we receive is correct.

District Proposals:

RSI Side Letter Update: The District proposed increasing the two RSI Coordinator positions from 2 LHE in the Fall of 2024 to 4 LHE in the Fall of 2024 and from 1 LHE in the Winter of 2025 to 2 LHE in the Winter of 2025.

Furthermore, the District proposed increasing the RSI Review Stipend to a total of 3 hours, with the extra hour going towards the time it takes to meet with the RSI Peer Mentor, which increased the time from 1 hour to 2 hours. However, the FA also pointed out that more changes will be needed—extending this Side Letter into the Spring of 2025 was highly recommended. However, the District was unwilling to consider this extension now, but did say they will re-examine this Side Letter in the future. The FA will review these proposed changes and respond at the next negotiations meeting.

Appendix E: The District proposed three changes to Appendix E, Special Assignments Review. First, there was a reference to a form that was never specified in the contract. This was considered an artifact and was removed by the district (it literally said Form: ____). Second, the District changed the date for the Special Assignment information from the end of April to March 15th. The District’s stated intent is to make sure there was enough time to adequately review the assignments during the Spring semester. Finally, in the section called Winter and Summer Intersession Assignments and Compensation, the District added the word “appropriate” in front of Vice President, which is a normal change and happens whenever we encounter older contract language. The FA will review these proposed changes and respond at the next negotiations meeting.

Article 16.N. Banking Leave: The District proposed changes to Article 16.N.12. Overload Assignment Availability. They struck out the existing contract language (1 sentence) and wrote a new sentence that stated that banked leave cannot be used in conjunction with overload assignments. The District’s stated intent is to provide clarity regarding overload assignments while on banked leave.

The FA asked several questions, including the impact of removing the original contract language. The FA also asked about potential scenarios where a professor might encounter situations that contradicts the proposed statement. The FA will review these proposed changes and respond at the next negotiations meeting.

Closing Thoughts

The first meeting went smoothly. The agreed upon normalizing process ensures our meetings will be efficient and effective. The District and the FA are motivated to work together, and FANT left the meeting feeling positive.

The next negotiations meeting is set for Friday, Nov. 22nd from 9:00am – 11:00am.