



Faculty Association Negotiations Update No. 5

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 01/17/2024

We met with the District team for the 5th time for 2 hours on Friday, Jan. 17th 2025.

Team members in attendance:

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

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

FA Response

Article 7.A.1: Pass-Through COLA: The Governor's office budget report shows COLA will be 2.43%. The FA resubmitted the pass-through COLA proposal, including additional rationale for the benefits of pass-through COLA.

FA Discussion Topics

Appendix A.8: Earned Degrees: The FA asked the District why only adjunct professors who earn a doctorate degree would be rewarded the doctoral stipend if they earned their doctoral degree after August 2022, which was when the TA was signed. This TA excluded all adjunct who earned their doctoral degree after hire date, but prior to August 2022. The FA is seeking the rationale for excluding these highly qualified adjunct instructors, and asks that if you are an adjunct instructor who earned their doctoral level degree after your initial hire date, and did not receive a stipend, please reach out to

Herschel and Joshua. The District will need to look into the history of this article and find intent language when it was originally proposed. We expect more conversations around this topic in the future.

10.B.6 Adjunct Pilot Program: The current Adjunct Pilot Program is set to expire in the Fall of 2025. The FA asked the District if they have any thoughts about the program and if they had any ideas about making the program permanent. The District responded by saying that they have thought about the program, and the District is in the process of gathering data from the pilot program. The FA made an official EERA information request¹ for the data from the Adjunct Pilot Program.

Next Negotiations

The next negotiations meeting is set for Friday, Jan. 24th from 9:00am – 11:00am.

¹ EERA is the Educational Employment Relations Act of 1976. An employer must respond to a union's EERA information requests. At Mt. SAC, the District has fifteen (15) working days to respond to information requests. See the faculty contract Article 4: Information.