



# Faculty Association Negotiations Update #2

## ***STRONGER TOGETHER!***

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 11/18/2022

This update is to provide our members with a very general summary of what is happening in negotiations. The specifics of the TAs will be presented at Rep Council. Each representative will then share with the department members.

Negotiations were held on November 18, 2022 from 9:00am-1:00pm.

The following proposals were made:

### **District Proposals:**

#### Article 10.A.5.a. and 10.R.4: 67% Load Limit Rule

The District proposed changing the LHE to more accurately reflect the 67% adjunct load limit from 10 LHE to 10.05 LHE to provide more flexibility in some programs. **This proposal was agreed upon and is TA #1.**

#### Appendix A.6.a.: Professional Growth Increment Incentives

The District Proposed language that allows Mt. SAC adjunct who assume full time positions to apply their uncompensated workshops/seminars to their professional development hours to PGI. **This proposal was agreed upon as an MOU**, so it could be implemented immediately to serve faculty who are currently in the PGI application process.

**Faculty Association Proposals:**

Article 10.A.: Academic Freedom (new)

The FA has proposed a new section in Article 10 to bring Academic Freedom up to current professional standards following the AAUP 1940 statement. There was much discussion over this proposal. The District will respond at a later meeting.

Article 16: Leaves of Absence

Sections of Leaves of Absence were proposed to bring these sections in compliance with the law and to omit gendered language. The District will respond at the next negotiations meeting.

Article 8.E: Professor Emeritus (new)

A title with the continuance of some of the professional benefits offered faculty was introduced to honor faculty who have meritoriously served the college. The FA would like to see Professor Emeriti remain active and valued as part of the Mt. SAC faculty. The district will respond at a later meeting.

The next meeting is set for December 2, 2022.

Please direct any questions or concerns to Emily Woolery, President (erwoolery@gmail.com) or Tamra Horton, Vice President (t.horton.fa@gmail.com).

Stronger Together!

Sandra Esslinger, Lead Negotiator