



Faculty Association Negotiations Update #5

STRONGER TOGETHER!

To: All Faculty

From: Tamra Horton, FA Vice President and Negotiations Team Member

Date: 02/06/2023

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 February 6, 2023 from 1:00pm - 5:00pm.

The Faculty Association:

Appendix A.4 – Initial Placement (FA Proposal): The FA proposed updates to column and step placement so as to reflect work experience in the changing conditions of academia and the variability of academic calendars between institutions. Additionally, the proposal included updated language to reflect current law and actual Mt. SAC practice.

Article 8.E.10 – Faculty Emeriti (FA Response): The FA advocated for privileges previously struck by the District. Both sides are amenable to emeriti status. Currently discussions center on potential additional privileges afforded to that status.

The District:

Article 1.D – Definitions (District Response): The District provided nominal changes to the FA's proposed definition for "Professor." A TA is likely to be agreed to soon.

Article 10.S – Adjunct Professors Participation in Departments (District Response): The district provided nominal changes to the FA's proposed language to clarify adjunct participation. A TA is likely to be agreed to soon.

Article 10.A – Workload (District Response): The district rejected the FA’s proposed changes to include language recognizing remote workload as a part of the basic full-time assignment for all faculty. However, the District is willing to consider revised language from the FA and/or addressing remote work in different way.

Article 18.J – Evaluation of Regular Faculty (District Response): The District agreed in principle to a simplified 3-year evaluation process for full-time faculty, offering one modification. The FA will consider the impact of that modification on counselors, librarians, and instructional specialists and will respond at a later date.

Article 7 – Salaries (Current Status):

- To recap: At the close of previous negotiations, the District agreed to recognize in the 2021-22 contract that the COLA available for negotiations in 2022-23 was 6.56%. Moreover, they agreed to open negotiations in fall with a proposal on Article 7.
- 11/4/22: The District proposed 3.28% COLA retroactive to July 1, 2022 with the remainder of the 2022-23 State COLA plus additional monies to be negotiated in February 2023.
- 12/16/22: The faculty countered the District proposal asking for COLA+ commensurate with the District’s increased ongoing financial allotment and California’s unprecedented economic gains during a period of growing inflation of living costs.
- 1/9/23, 1/23/23, and 2/6/23: The District and the Faculty Association met in negotiations. Despite these three opportunities, the District did not respond to the Faculty Association’s salary counter.
- Conclusion: Despite a bountiful year and an unprecedented financial windfall, the District has proposed nothing more than 3.28% on the salary schedule as we begin spring 2023, the final semester of the contract year for which we are negotiating. While the District has offered half of the state-funded COLA, it remains the intention of the FA to work for COLA+ with your support.

The next negotiation meeting is set for February 24, 2023.

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