



Faculty Association Negotiations Update No. 6 2025-2026, Year 1 of 3

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Lead Negotiator

Date: 03/20/2026

We met with the District team for the 6th time for 2 hours on Friday, March 20th, 2026.

Team members in attendance:

District: Sokha Song, Alexis Carter, Kelly Fowler, Tami Pearson, Koji Uesugi, Romelia Salinas, and Adam Roman

FANT: Herschel Greenberg, Joshua Christ, Gayle Watkins, David Mrofka, Donna Necke, and Robin Devitt.

FA Proposal

Article 27: Health and Safety

The FA proposed language that updated this article using current legislation. For example, Labor Code 6401.9 mandates the District maintains and posts their Workplace Violence Prevention Plan. Other language was modified for clarity and to align it with current safety trends. Furthermore, the FA proposed that the terms “condition” and “situation” be defined as two separate concepts. The original contract language used these words interchangeably; however, FANT found that they have two different meanings. By doing this, we proposed writing “situation or condition” wherever applicable.

Health and safety are a vital part of our working conditions at Mt. SAC. The proposal was clear and straightforward. However, the District took a very long caucus to discuss this proposal. When they returned, they asked no questions, but did say that this is a far more complex article than the FA suggests, and they will need time to respond.

FA Response

Article 10.1 Flex Days

The FA added language clarifying the process for pay deduction, which simplified the language and made it a more forgiving policy for faculty to follow. Furthermore, the FA acknowledged the Districts' prior concerns about missing the first deadline. Language was added clarifying that if a professor fulfilled the required Flex obligation but missed the first deadline, they have 60 calendar days to submit the evidence. The District felt that this would simply move the deadline to this new date. However, the FA argued that the majority of the faculty would still submit their proof on time.

This article led to a discussion about the submission process. FANT requested that the District explore options for allowing the online submission forum to be open year-round and allow faculty to submit hours as they are completed. The District will need to contact IT and will report back at the next negotiations meeting.

District Response

Article 5: Rights of Association and Members

Previously, the FA proposed language that aligns this article with Government Code 3556-3558.8, which focused on specific union rights when new faculty are hired or policies for meeting with existing faculty. The District responded by stating that these Government Codes do not take effect until June 30, 2027. Furthermore, the District

modified nearly every sub-article in this proposal with all new language. While many of the changes were reasonable, some of them removed control from the FA and placed it with the District, especially when new faculty (both full-time and part-time) are hired. The District made it much more difficult for the FA to meet with new hires, and placed restrictions on the amount of time the FA has at new faculty seminars and workshops. FANT is in the process of reviewing this proposal.

Article 6: Dues and Payroll Deductions

The District accepted most of the changes in this proposal, which aligned the language with AB 119 and Government Code 3555-3559. A paragraph in this proposal establishes the process for the FA's ability to request employee data. The District had concerns with the phrase "at least" and "or more often per the request of the Association" because it establishes an open-ended obligation without a defined standard for frequency or timing. FANT is already working on a solution to this objection.

Next Negotiations

The next negotiations meeting takes place on Friday, April 3rd at 9:00am. During this meeting, Joe Dominguez, Vice President of Administrative Services, will give FANT a budget report. FANT plans to ask plenty of questions, including questioning the information provided in the email sent to the college on March 24th, 2026. Once the report is completed and all questions are answered, negotiations will continue as normal.