

Negotiations Report
Rep Council
Presented by Sandra Esslinger, Lead Negotiator
March 1, 2022

We have started a new practice, we are sending out campus updates regarding negotiations after each session, with more detail than we have in the past. The first update was sent out after the first negotiation session. The second update was delayed, because we wanted the survey to go out with the update. The survey was completed yesterday and included the materials that were issues for the articles opened, the survey will be used to guide negotiations.

The Faculty Association (FA) represented the faculty in negotiations on February 4, 2022 from 9am. – 1:15 p.m. and exchanged proposals with the District. The FA's first proposal addressed gendered language in 16.E.: Maternity Leave. Together the District and the FA reached its first Tentative Agreement (TA) on the language. Hopefully, this is a sign that negotiations will proceed in a timely manner.

Emily and I met with the District and the CSEA unions to review the calendar for 2022-2023, which we will discuss later in this meeting. We will be working on the calendar in advance moving forward. The delay in discussing the Calendar was the result in key changes in leadership last year and this year in The District and in the FA.

The FA also proposed the following during the negotiation session:

A new form to track the "mutual agreement" processes that appear mostly in Article 10: Workload. The form would allow both the District and FA to accumulate data regarding how this language is being enacted across campus.

Additional language to 10.B.2.a. regarding office hours that currently is in a side letter but has yet to be added to the contract

Compensation for adjunct who lose assignments (10.D)

The District proposed the following during the negotiation session:

Changing the 5 college service hours to 4 and move the hour to an additional weekly office hour for full-time faculty (10.B) thus reducing an hour of service to the college (10.A.3)

Allowing a cancelled office hour to be rescheduled outside of the week the office hour was originally to take place (10.B.2)

Adding an additional on-campus Flex Day (10.I) Which, dependent upon any agreement, could generate additional revenues. When, how and why has not yet been discussed.

Limiting full-time professors' right to displace adjunct professors' courses to cancelled contractual courses only, not overload (10.L.1.a)

