

Negotiations Update # 5  
Friday, April 12

The meeting began with the district team presenting their counter proposals on Article 5 (Workload and Assignment), 6 (Class size), 8 (Leaves) and the forms used for evaluation. We also presented our proposals on Article 5, 6, 14(Transfers) and Article 21 (Term).

A summary of the proposals distributed today are given below.

#### Summary of AFT Proposals

##### Article 6 - Class Size

- Proposed a maximum class size for all on-ground math classes of 40, and support classes would have a maximum of 35.
- Maintained position that no class with 15 or more students enrolled shall be cancelled.

##### Article 14 - Transfers

- Voluntary transfers would require only the approval of the receiving college
- Permit temporary transfers with the concurrence of department faculty and management from both colleges.
- Permit temporary voluntary exchanges between two faculty members at different campuses only with the concurrence of department faculty and management from both colleges.

##### Article 21 - Term

- Proposed a three-year contract.

#### Evaluation Forms

The district presented a streamlined peer evaluation form that was developed, but not completed, during a previous negotiations cycle. We indicated that we are in general agreement to streamline the form; however, our position is that the evaluation criteria should not be changed.

#### Summary of District Proposals

##### Article 6 - Class Size

- Agreed to limit face-to-face math classes to a maximum of 45 students.
- Proposed no change to the existing contract language regarding class cancellations.

##### Article 5 - Workload & Assignment

- The District presented a list of responses to our proposal on Article 5 that indicated agreement on several items. Specific proposals will be discussed at future sessions.

##### Article 8 - Leaves

- The district presented a counter-proposal on article 8 (Leaves) regarding documentation of sick leaves.

##### Article 4 - Health & Welfare Benefits

The district's last proposal of the day was on Article 4 (Health and Welfare Benefits) as follows:

A. Negotiations will occur between the District and AFT regarding the use of actualized savings between the cost of the current medical benefits and the proposed amount. Items to discuss may include Medicare B coverage for eligible retirees, pre-funding premium increases, and salary increase as examples.

B. Effective July 1, 2020, the District will contribute an amount towards the health benefits premium equal to the CalPERS Choice premium amount for the next two (2) years.

### **When are we going to talk about salary!?**

Unfortunately, due to the current uncertainty surrounding the state budget and the funding formula, both parties have agreed to defer serious discussion of salary/compensation until more concrete information can be provided by the state. We anticipate that negotiations on salary/compensation will begin in August/September.

Our next meetings are scheduled for Friday, April 19, 26, May 10, and May 23.

In Unity,

AFT Local 1828 Negotiations Team

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AFT Local 1828 Team Members Present: Steve Hall , Angela Wilkins (MC), Richard Williams (OC), Keith Johnson (VC/OC), Mary-Pay Huxley (VC), Leo Orange (OC), Vivian (Notetaker) Michael Sheetz (Executive Director).

Management Team Members Present: Draza “Merv” Mrvichin – District’s Chief Negotiator, Howard Davis (MC), Damian Pena (VC), and Lisa Putnam (MC)