

Negotiations Update #8 May 10, 2019

The meeting began with the AFT offering a “package” proposal on the following articles: Article 4 (Health and Welfare Benefits), Article 5 (Workload and Assignment), Article 6 (Class size), Article 7 (Safety), Article 8 (Leaves), Article 11 (Tenure), and Article 21 (Term).

A summary of the AFT package proposal is as follows:

AFT Agrees to:

Withdraw proposals and revert to existing contract language on Article 23 (Distance Education), Article 17 (Federation Rights & Activities).

Accept District’s contract proposal on Article 6 dated April 1 (Enrollment cap for on-ground math classes of 45 and AFT would revert to existing language on class cancellations).

District Agrees to:

Federation’s proposal on Article 11 dated March 1.

Federation’s proposal on Evaluation forms dated April 19. (Forms streamlined with no changes to criteria)

Federation’s proposal on Article 7 (Safety) dated April 26

Withdraw proposal on Appendix A (Negotiations Procedures)

Article 21 – Term

Proposed reopeners in the second and third years of this Agreement on Articles 3 (Salary) and 4 (Health and Welfare Benefits).

Article 4 - Health and Welfare Benefits

- AFT agrees to continue to study the feasibility and potential cost savings of joining CALPERS and other school-based pools.
- District withdraws Article 4 Health & Welfare Benefits proposal dated April 12. District can submit concrete proposal for joining CALPERS anytime during the term of the agreement or during reopener negotiations.
- Article 4.4 is the only remaining article open for negotiations as its part of compensation. All other parts of Article 4 revert to existing language.

Article 3 (Salary), Article 4.4, Article 13, Appendix F (Science labs), PT Office Hours, and other monetary items will be deferred until negotiations resume in Fall semester.

Article 5 (Workload and Assignment)

- Proposed classes in excess of 50 students receive incremental pay increases of .25 for every 12 students.
- Deferred discussion of non-credit classes until we discuss compensation.
- Agreed to allow colleges to hire faculty from other campuses in the same discipline when all other contractual loads have been met.
- 5.6 - revert to existing language (Summer School)
- Deferred discussion of part-time office hours until we discuss compensation.
- Deferred discussion of lecture-lab and lab classes until we discuss compensation.

Article 8

- Proposed clarifying language related to sick leave.
- Proposed that all required doctor’s notes be submitted directly to HR.
- Rejected Districts proposal of Presidential review of all sabbatical applications.

- Accepted district proposal on post-sabbatical report requirement contingent on removal of President from sabbatical approval process.
- Discussion of parental leave was deferred until compensation negotiations.

Article 7(Safety), 14 (Transfers) & 15 (Resignations)

- We have TAs (tentative agreements) on Articles 7, 14 and 15

The offer we made expires on Thursday, May 16 at 9:00am. If any part of the package proposal is rejected, AFT reserves the right to revert to our previous positions.

THE DISTRICT RESPONSE

They offered proposals on Article 7 (Safety) and Appendix D (Evaluation Form).

- AFT agreed to TA on the District's proposed Article 7.
- The District rejected the AFT package proposal and verbally responded with general intentions regarding counters to the AFT package, but provided no written response.
- District stated that they would provide written counter-proposals at the next scheduled negotiation session on May 23.

Our next meeting is scheduled for May 23, 2019.

In Unity,

AFT Local 1828 Negotiations Team

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

Management Team Members Present: Draza "Merv" Mrvichin – District's Chief Negotiator, Damien Pena (VC), Mike Bush(OC), Leah Alarcon (OC), Laura Barroso (District HR).