

## **Negotiations News, Issue 5**

The 4Cs and AFT met with the Board on April 29 regarding the part-timers contract, and the 4Cs, AFT, and AFSCME met with the BOR on May 4 to discuss the full-timers contract.

For the part-timers negotiations, the following items were discussed:

- How to best provide healthcare coverage under the Affordable Care Act
- Tuition waivers
- Part-time percentage
- Job security for Educational Assistants (EAs)
- Part-Time Lecturer's Pool (Seniority Pool)

For the full-timers negotiations, the following items were discussed:

- Common calendar
- Sick leave bank
- Promotion
- Outside "contract accounts"

### **Where Things Stand**

Only non-economic issues have been discussed so far, but the conversation has been productive. Please keep in mind that because of contract extensions, the language of the 4Cs Contract has not been negotiated for almost a decade. There are many items that have been raised since then, which requires modifying the language in the contract. On that, we are making significant progress.

We are anticipating that there may be a few additional non-economic issues that we can resolve through negotiations. We have additional dates for negotiations into the summer.

However, it also seems unlikely that we will reach agreement on economic matters. For those items, we may have to go to arbitration.

The terms of our current contract stay in place until an arbitration is complete (and approved by the General Assembly), so you are still protected by the rights and benefits provided by the 4Cs contract.