

NEGOTIATIONS NEWS, ISSUE 1

The Table Teams for the BOR and the 4Cs, AFT, and AFSCME met on February 2, 2016. The purpose of this negotiating session was to exchange proposals and answer any immediate questions.

4Cs/COALITION PROPOSALS

The main goal of the 4Cs & Coalition partners is to **harmonize the contracts** of the three bargaining units: the 4Cs, AFT, and AFSCME. **We are also seeking changes that allow the unions to better represent the memberships and address items that will allow our memberships to better serve our students.**

Financial proposals from the bargaining units will be shared at the next bargaining meeting, including wage increases, miscellaneous rates of pay, Department Chair and Program Coordinator pay, nursing and allied health compensation, sabbaticals, longevity, travel expenses and reimbursements, and duration of the agreement.

Examples of seeking contract harmonization for the 4Cs include:

- Strengthening academic freedom, grievance rights and arbitrability (AFT language).
- Allowing for part-time or special appointee service to count towards tenure (AFT language) so that special appointments are receiving all the rights/privileges of the Contract.
- Strengthening tenure by granting it systemwide rather than by the college (AFT language).
- Allowing for compensatory time for nonteaching professional staff for graduation (AFT language).
- Improving the language on comp time (AFT language).
- Allowing for inclement weather days for all employees if the college is closed or classes are cancelled (AFT language)
- Receiving a stipend if a member is required to teach or perform other duties at another college or location more than ten miles from his/her home campus (AFT language).
- Compensating professional staff members serving in an acting or interim capacity at a higher-level position at the higher pay grade (CSU-AFSCME/SUOAF language).
- Establishing a part-time faculty percentage (CSU-AAUP language).
- Harmonizing promotion language with AFT language by removing the differences in promotion criteria between faculty ranks, eligibility, etc., and by strengthening grievance rights.
- Stipulating the faculty promotion calculation.
- Awarding Merit and Educational Excellence Awards with cash payments (AFT language) such that these shall increase in value.

- Creating consistency between the three units in terms of layoff procedures (modified AFT language).
- Improving sabbatic leave language by granting deadline flexibility and removing supervisors from the process (AFT language).
- Improving family leave provisions (AFT language).
- Establishing a systemwide sick leave bank (AFT language).
- Strengthening personal leave by removing the six-month minimum eligibility requirement (AFT language).
- Allowing access to the proposed sick leave bank for childbearing and childrearing for a total of not more than 27 months (AFT language).

Matters that will allow our memberships to better serve the students, the colleges, and their communities include:

- Creating a limited amount of renewable term special appointments with benefits.
- Advertising positions systemwide for thirty days and expanding a search only if a suitable pool of applicants is not identified via the systemwide search.
- Enhancing additional responsibilities credit for faculty teaching classes with associated labs or clinicals so that the lecture plus lab or clinical counts as two preparations.
- Increasing union release time and equalizing presidential release.
- Standardizing compensation for Independent Study activities.
- Extending tuition waivers to all CSCU institutions for all members, spouses, and dependent children up to age 26 or disabled dependent children of any age.
- Addressing matters designed to help promote and protect campus facilities and personnel, such as childcare and student loan debt.
- Granting Emeritus status consistent with CSU-AAUP language.

BOR PROPOSALS

As expected, the **BOR proposals focused heavily on reducing costs and achieving savings.**

Cost reductions proposed are:

- Eliminate longevity for all employees.
- No wage/step increases for the term of the contract.
- No financial increases in any other areas for the term of the contract.
- Eliminate summer and intersession call-in pay for Program Coordinators and Department Chairs.
- Transition to a method that establishes funding obligations within the contract, including a lapse provision for the “pots” (i.e., promotion, sabbatic leave, etc.).

Board proposals on **faculty workload** as a means of cost savings are:

- Workload for faculty hired on or after July 1, 2016 will be 30 contact/credit hours; additional responsibilities will not be required.
- Workload for current faculty and those hired before July 1, 2016 will remain unchanged except as follows:
 - Faculty teaching 24 contact/credit hours plus additional responsibilities will not be paid the overload rate for teaching in excess of 24 contact/credit hours.
 - Faculty teaching 30 contact/credit hours will be paid the overload rate in excess of 30 contact/credit hours.
 - Overloads limited to 3 contact/credit hours per semester.

Board proposals on **part-time seniority, promotion, tenure, and other work matters** are:

- Eliminate seniority list and related assignment provisions for part-time lecturers.
- Establish an “up or out” provision so that, if a bargaining unit member applies for tenure and receives an adverse decision, a one-year terminal contract would be issued.
- Increase mandatory office hours to 5 per week.
- Eliminate the production of a list of eligible employees for promotion.
- Eliminate early promotion.
- Reduction of the size of the Promotion Committee.
- Standardize termination and reassignment for special reasons notice period to 3 months.
- Develop an evaluation process for online instruction.
- Establish a limit on the number of online courses that a member may teach per semester.
- Align the calendar with AAUP contract language.

There were a few other proposals raised that we know have also been raised in other contract negotiations to **weaken the unions’ ability to represent their memberships**. These are:

- Prohibit use of the employer’s email system by employees or union staff for conducting union business. Also, prohibit use of private email addresses by employees or union staff via the employer’s servers for conducting union business.
- Reflect recent court decisions on agency fees.

Other matters proposed:

- Reflect the establishment of the BOR in the Contract.
- Duration of the agreement would be from July 1, 2016 to June 30, 2019.
- All side letters between the parties expire on July 1, 2016 except for such that the parties elect to continue by mutual agreement.

- Delete all contractual references to athletic coaches.