

NEGOTIATIONS NEWS, ISSUE 4

The first negotiating session on the part-time agreement took place on March 29, 2016, and the fourth negotiating session on the full-time agreement with the BOR occurred on March 30, 2016.

PART-TIME AGREEMENT

The BOR did not present any proposals specific to the part-time agreement. **The 4Cs and AFT Coalition continue the effort to harmonize the contracts, simplify processes, and give part-time members more respect.** Therefore, the 4Cs/AFT coalition has proposed:

- Making the part-time lecturer pool automatic (removing the requirement to “apply” for the pool)
- Recognizing education and experience in compensation
- Establishing a course cancellation fee for part-time lecturers whose course is cancelled or who are “bumped” by full-time faculty
- Creating some job security for part-time EAs/non-teaching members
- Mandating pay for inclement weather days
- Forming a study group to consider how to best provide part-timers health care coverage under the Affordable Care Act
- Making the employer’s determination of part-time qualifications subject to arbitration
- Stipulating 50 (fifty) minute hour applies to lectures, labs, studios, clinicals, and all other instructional settings
- Establishing a maximum part-time faculty percentage for the colleges
- Harmonizing 4Cs language with existing AFT language for eligibility time for sick, personal leave, and funeral days
- Harmonize 4Cs language with current AFT language on distance learning compensation and course size
- Expanding tuition waivers to include use at the CSUs and allow tuition waivers to be used up to 2 years after earned

FULL-TIME AGREEMENT

At the negotiations for the full-timers contract, we continue to discuss non-economic matters. Keep in mind that it has been nearly a decade since we have been able to negotiate language in the contract. Items discussed at this session included:

- Promotion
- Funding pots such as promotion, professional development, minority fellowship, etc.
- Tenure
- Workload
- Special appointments

Our conversation has continued to be productive. (Please refer to [Negotiations News, Issue 1](#) for the proposals on the above issues.)

CONCLUDING THOUGHTS

The 4Cs understands that there is a desire to know more specifics about negotiations. Presently, we have “tentatively” agreed to some concepts but the details and language changes have not been worked out. Further, “tentatively” agreeing to some concepts allows the negotiators to put those items aside for now, but it doesn’t mean that they won’t be revisited later in negotiations. For example, we have tentatively agreed to eliminate the requirement for the college administrations to produce a promotions list in the fall. It is a cumbersome process for the administration to produce the list, and it can create confusion amongst 4Cs members because you don’t have to be on the list to be eligible to apply for promotion. However, as negotiations continue to progress, this proposal is taken into account with other proposed changes and sometimes positions are reversed. This makes it difficult to share details because the details are constantly evolving.

Further, we do not want to negotiate through the media and they are paying attention. If you didn’t see [this article](#) in the Connecticut Mirror last week, they are clearly following the negotiations and reading these updates.

We encourage you to attend Chapter Meetings, contact chapter leaders that attend monthly delegate assembly meetings, or talk to the campus organizers (contact information can be found on our web site at www.the4cs.org).