

## 2021-04-16 Negotiations Update

The Federation met with the District on Friday, April 16, 2021 to discuss the following articles. This is our 6th session with the District. The Federation and the District have 3 additional sessions scheduled for the remainder of the semester.

Article 3 - Union Rights - Union proposed to have ten hours of stipend pay, to be paid by the district, to be allocated per year for part-time employees who hold offices/duties with the union. The stipend would not count as hours toward max load.

Article 9 - Extended-Labs - The Federation turned in another proposal on Extended Labs, the goal is to be as inclusive as to who can serve on the review committee. Unlike past practice, the District would like the Dean/Area Manager to be copied on the request. We feel we can soon arrive at a tentative agreement on this matter.

Article 11- Dept Chair - CCFF continues to push for increased summer stipend pay for chairs and well defined duties during the summer (not to include normal duties supposed to be accomplished during the 10 month school year like fall scheduling, accreditation, etc.)

### Article 13- Temporary Part-time Faculty Re-Employment/Assignment

The District has stated they are NOT INTERESTED in providing retirees rehire rights. Members of the District negotiation team stated that retirement is the choice of the faculty and if they wished to have preference for employment then they should not have retired. CCFF disagrees with this perspective and we will continue to push for retiree rehire rights. Additionally, the District removed all questions about preference of assignment from a revised PT Availability Form the Federation proposed to help department chairs schedule, such as preferred mode of instruction, duration of course and etc. CCFF argued to have those deletions placed back.

Article 29 - Reduced Workload - CCFF and the District seek to include all STRS and PERS Forms/Circular Letters for easy access for Unit members. District continues to agree to allow reduced workload.

Article 30 - Grievance Procedures - CCFF proposed that the outcome from arbitration could not be overturned by the Board of Trustees if we do not include binding arbitration in the contract. District was not interested in having binding arbitration.

Article 34 - Academic Rank- The District countered our proposal where the District would notify qualified faculty that they met the requirements for advancement. The District is not interested in

changing our current practice. Faculty who meet the requirements will need to submit an application for request before December 1 to the office of academic affairs.

#### Article 38 - Working Conditions, Safety, and Welfare-

CCFF continues to push for the following:

1. CCFF to have ability to review all safety trainings
2. \$250 maximum reimbursement on personal property destroyed during emergency
3. A strong definition of duties and responsibilities during an emergency situation and who/what faculty are responsible for in different emergency situations.

Article 41: Just Cause - District countered the Federation's proposal on Just Cause, and renamed it "investigations and general provision" - The Federation is happy to see a counter on this article, as the Federation and District have gone to PERB about this specific article. Since 2 contracts ago, the District has always refused to bargain in good faith over this article. The Federation will consult our legal team for next steps.