INTRODUCTION TO DISTRICT’S OPENING PROPOSAL TO AFT LOCAL 2121

The College (including Administration, Department Chairs, Faculty, Classified Staff, and Students) has worked diligently these last few years to provide quality education and a stable and professional working environment. The contributions of faculty members to the delivery of quality education to City College students have been extraordinary – all the more so, because these contributions have been achieved during fiscal times in which deserved wage increases have not been possible. Responding to the challenges the District faced in the accreditation process, the College as a whole has made significant progress. The District applauds the Faculty’s many contributions toward reaffirmation of accreditation.

As we reopen negotiations for a new collective bargaining agreement between the District and the American Federation of Teachers, Local 2121, declining enrollment presents a continuing challenge to the fiscal health of the college. In response to this challenge, the District will need to balance fiscal prudence alongside the shared goal of fairness in compensation and benefits relative to Bay Area community colleges. The District will also need to continue its efforts toward effective governance and management of the institution.

Our continuing overarching goals are:

- Sustaining the accredited status of the institution
- Continued student success
- A salary formula that enables faculty salaries to rise, over time, above the median of Bay Area community colleges, within the context of the District’s financial resources
- Responsible fiscal management
  o Balancing the budget
  o Responsible spending
  o Preserving newly developed technology and facilities development and maintenance plans
- Ensuring that the Collective Bargaining Agreement does not intrude into matters within the purview of the Academic Senate
- Improved Human Resources practices and efficiencies in the following areas
  o Performance Management
    ▪ Enhanced opportunities for professional development of faculty
    ▪ Enhanced faculty evaluation processes
    ▪ Improved processes for mentorship and counseling
  o Benefits Management
    ▪ Benefits package
    ▪ Equity in cost sharing
  o Enrollment management
    ▪ Under- and overload assignments
    ▪ Assignment and modal load
  o Update personnel policies
  o Faculty upgrading policies

As we collectively strive to sustain accreditation and help the College in its restoration efforts, we look forward to a candid and collegial exchange of views and proposals with the Union on all matters of concern that are within the scope of representation, and to receipt of Union input on policy matters through established District channels. Finally, the College and its constituencies endeavor to honor civil discourse in all of their communications and interactions.
INTERESTS IDENTIFIED BY THE DISTRICT

All Articles

Update terminology in the Agreement (position titles, office locations, etc.) when necessitated by changes in the District’s organizational structure and staffing patterns. Update language in the Agreement to reflect the respective roles of deans and department chairpersons. Replace references to “shared governance” with “participatory governance” as appropriate. Utilize consistent terminology regarding work days and calendar days. Eliminate outdated provisions and extraneous dates.

Ensure that the Collective Bargaining Agreement does not intrude into matters within the purview of the Academic Senate.

Article 1, Bargaining Unit

Determine an appropriate period of time for the duration of the Successor Agreement.

Article 5, Non-Discrimination

Review the Non-discrimination provision to ensure that it continues to comply with Board policy and State and federal law.

Article 6, Management Rights, and Other Sections As Appropriate

Assess frequency and circumstances for administrator teaching assignments and retreat rights.

Article 8, Academic Freedom, Duties, and Responsibilities

Establish policy whereby all faculty shall use District email address for District business. Encourage faculty attendance at graduation.

Article 9, Evaluation, and Applicable Exhibits

Assess and strengthen the effectiveness of the current evaluation process and the clarity of contract language. Enhance the roles of supervisors and managers in the evaluation process. Consider expanding mentorship opportunities for all faculty. Permanently eliminate compensation for tenure review committee members and mentors. Assess advisability of having non-department members in the evaluation process. Review self-evaluation waiting period and consider longer waiting period. Evaluate efficacy of early tenure process, including right of team member to abstain from voting.

Article 11, and Exhibit M, Side Letter to Personnel Files

Assess the effectiveness and appropriateness of the Student Complaint Procedure.

Article 12 and see Article 26, Upgrading
Review the Upgrading provision, the Handbook for Faculty Screening/Interviewing Committees, the Faculty Hiring Procedures and all other related and appropriate District documents to assure uniformity and consistency with District policy and other provisions of the Agreement.

**Article 13, Assignment and Scheduling, and Article 14, Transfer**

Reexamine and modify, as appropriate, the transfer and reassignment criteria and procedure based on the needs of the District and in light of the District's departmental and multi-campus structure. Clarify the rights of part-time faculty members returning from leave and of involuntarily transferred faculty. Clarify the difference between “same” vs. “comparable” workload language. Clarify that 13.E only applies to mid-semester removals. Assess the appropriateness of an appeal process. Clarify that discretion of site administrator applies to 14.D.3. Include reference to Article 4 in connection with reference to affirmative action. Confirm that before transfer/reassignment, employees meet minimum qualifications.

**Article 13-1, Part-Time Reemployment Preference**

Review part-time reemployment preference including modal load and revise as appropriate to reflect the needs of the District and student learning opportunities.

**Article 16, Work Environment**

Consider incentives for use of public transportation and other measures to help the District comply with State or federal Clean Air Act requirements.

**Article 17, Leaves**

Assess need to modify criteria governing awards of sabbaticals. Clarify criteria for granting unpaid leaves.

**Article 18, Load and Class Size**

Modify contract provisions to accommodate FLAC. Address modifications in Board Policy 3.15.

**Article 19, Calendar**

Review entire Article to meet state requirements and program/District needs. Define appropriate levels of faculty participation in graduation ceremonies; move Article 19.D to Article 8 (Duties, Responsibilities, Academic Freedom). Consider establishing a deadline for resolution of calendar for forthcoming two years. (Article 19) Review flex day policy/practices.

**Article 20, Compensation**

Move toward reconstituting a salary formula that enables faculty salaries to rise, over time, above the median of Bay Area community colleges, within the context of the District’s financial resources. Such a formula would be based on total compensation and would include a productivity component. The parties would
need to identify a realistic timeline for negotiating and implementing such a formula, taking into account the fiscal challenges the District faces within the next decade.

Modify contract provisions to accommodate new Faculty Load and Compensation (FLAC) system.

Clarify parameters of extra coaching assignments (20.G).

Evaluate initial step placement rules for nurses based on (1) “related” experience (hospitals or other professional experience), and (2) 40-hour threshold for qualification as full-time work experience. (20.B.3.3).

**Article 21, Fringe Benefits**

Modify or eliminate faculty drug copay reimbursement. Review eligibility criteria and District contributions for part-time faculty. Review terms/implementation of Retiree Health Care Trust Fund. Increase faculty contributions to the Retiree Health Care Trust Fund by 1 percent. Explore means for reducing retiree health benefits costs. Modify 21.B.1.1.2 to reflect existing practice for part-time employees (monthly premium payments rather than pre-collecting for summer months).

**Article 23, Faculty Service Areas**

Address bargainable issues for implementation of FSA.

**Article 24, No Strike**

Assess necessity for Article 24B in light of the parties’ eventual agreement on possible reopeners.

**Article 25, Categorical Employees**

Review policy and practice relating to categorical employees to ensure legal compliance. Identify and catalog the contractual Articles applicable to categorical employees. Review relationship between Article 25 and other aspects of the contract pertinent to categorical employees.

**Article 26, Temporary Employees and Substitutes**

Review application of the revised provision re Temporary Employees and Substitutes, including the Expedited Upgrading Procedure to insure that the provision serves its intended purpose with respect to staffing temporary short-term vacancies and providing appropriate compensation. Check other provisions of CBA to be sure that faculty filing short term assignments don’t get credit for purposes of salary placement.

**Exhibit L, Professional Development**

Evaluate currency.

**Side Letters**

Evaluate relevance/currency of Side Letters.