



Office of Human Resources

CCSF/AFT NEGOTIATION UPDATE
March 21, 2018

AFT Load Factor Presentation

AFT introduced non-credit ESL department staff – Rachel Cohen, ESL Coordinator at Ocean Campus and Marianne Etlinger, FT Faculty. Both staff members spoke to the fact that the workload for faculty teaching non-credit is that of a credit course. Marianne shared the positive impact of the courses as life changing and prepares the students for credit courses. Because of various skill levels of students attending, the assessment and grading times are lengthy. This is in relation to the proposal presented on 3/14/18, the noncredit composition portion.

Article 10 B – Sanctuary Language Proposal

AFT presented a sanctuary proposal to be included in the contract. This is to create rights for faculty in line with current board policy. Actual contract language will be presented at a future session. AFT provided language from other CBAs for reference.

Maintenance of Dues Checkoff Proposal

Due to the Supreme Court case, “Janus v. AFSCME” currently pending with the Court, the proposed language revision anticipates the result that will likely overturn the practice of employers collecting fees from non-union members, eliminating the category fee payer. In addition to the proposed language change, AFT created a new membership enrollment form, and will have an open enrollment period. Employees will have an opportunity to opt out. AFT also noted that the San Francisco Board of Supervisors adopted a resolution encouraging employers to adopt language similar to what AFT is proposing.

AB119

The parties discussed the impact of new California law, AB119 which ensures that unions have access to new hires for on-boarding and presenting their rights as members. The District currently conducts a formal new hire orientation annually just before the start of the Fall semester, although actual on-boarding or processing of new hires occurs almost daily. Human Resources has been working with the unions to have something in place by the next annual new employee orientation, giving AFT opportunity to meet face to face with new hires.

Cost of 1% Presentation

Luther reviewed the cost of 1% information that the District will present to the Board. The parties discussed the blended rate and noted that the numbers are still to be adjusted for retirees and part-timers.

Dianna Gonzales, Chief Negotiator for the District

The negotiations for a successor contract are guided by the Core Values of the Board of Trustees

1. Students First

BOARD OF TRUSTEES

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2. Sustainability
3. Transparency in Governance and Participatory Decision-Making
4. Diversity and Inclusion
5. Equity in Hiring and Compensation
6. Academic Excellence

And the following Board Goals

1. Strategic Planning. Receive and then adopt a comprehensive college plan for sustainable future for City College.
2. Enrollment Management. Receive and then adopt an updated enrollment management plan that sets out a path to full enrollment funding restoration of 32,000 FTES.
3. Student Success. Hold the administration, faculty and staff accountable to contribute to City College's progress on student success outcomes, especially student equity and degree, certificate and transfer completions for achievement gap students.
4. College Climate. Develop an effective and mutually supportive relationship with the Chancellor in order to foster a climate of trust and respect among all stakeholders of City College.

Source: Board Goals (<http://www.ccsf.edu/en/about-city-college/board-of-trustees/board-priorities.html>)