



Office of Human Resources

CCSF/AFT NEGOTIATION UPDATE March 7, 2018

Article 21 - Benefits TA

AFT proposed language clarifying eligibility for health care benefits for part-timers. After conferring with the Benefits staff in HR, the teams agreed to the proposed language referencing 20% of FTE in addition to 3 units and 50% or a workload of 7.5 unit.

Flex Obligations Contract Language

The District proposed a counter to AFT's language incorporating Flex obligations into the contract. Much of the District's changes or modifications to AFT's proposal is taken from similar contract language from the Bay10. The primary purpose of getting language in the contract is to clear up confusion regarding the Flex obligations, which can be found in several different documents, not all of which are consistent.

Non-Discrimination and Compressed Calendar

Because there is a lot of ground to cover to reach agreement by mid-April, the District withdrew two "proposals." The specific interest statements sunshined by the District were:

Article 5. D - Non-Discrimination: Commit to jointly designing and conducting agreed upon number of trainings. The District is already collaborating with faculty (primarily through Academic Senate) to develop and conduct training addressing non-discrimination. In addition, the parties' Flex Obligation proposal and counter proposal specifically addresses the commitment to provide training in this area. No new language will be proposed.

Article 19.G - Compressed Calendar Pilot Program (CCPP): Continue exploration of compressed calendar to be implemented during term of contract. The District will not be presenting language regarding a compressed calendar during this round of negotiations. If there is further exploration of a compressed calendar, the parties agreed that discussion occur with a District-wide committee.

Budget

The primary focus for the parties going forward is the budget. Identifying and agreeing on the cost of 1% (i.e., identifying the payroll-driven benefit costs associated with base salary increases, such as cost of STRS, Medicare, etc.) and other budget data points, such as budget savings from vacancies, impact of Free City on increased enrollment, will be critical. To this end, the parties are continuing with the smaller Budget Work Group meetings on Tuesdays and Thursdays, as well as the weekly negotiation sessions.

Dianna Gonzales, Chief Negotiator for the District

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

1. Students First
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>)