

Key: AFT	Key: CCSF
Current contract language <u>AFT language</u> AFT strikethrough of current contract language AFT language the District accepts Moving party (AFT) rejection of proposed new language <u>Moving party (AFT or District) propose return to current contract language</u>	Current contract language <u>District language</u> District strikethrough of current contract language District language that AFT accepts Moving party (District) rejection of proposed new language <u>Moving party (AFT or District) propose return to current contract language</u>

05/19/2026 | CCSF to AFT | 10:30 AM

09/02/2026 | AFT to CCSF | 1:35 PM

09/22/2026 | CCSF to AFT |

ARTICLE 16 – WORK ENVIRONMENT, REMOTE WORK

- 16.A. District shall maintain levels of cleanliness, lighting, ventilation temperature, security, and safety necessary and conducive to optimum learning, teaching, and other campus activities.

The District will comply with local, state, and federal guidelines when environmental or other forces outside the District's control cause disruption in the ability to meet the provisions of 16.A.. The District will consider alternative work spaces on campus for faculty when currently-assigned spaces are unable to meet the provisions of 16.A; including temporarily moving classrooms/offices to other locations at the same campus. The District will confer with the Union when there is extended disruption and a lack of available alternative spaces.

The District shall comply with all applicable OSHA and Cal/OSHA standards and regulations. The District retains the right to establish, revise, and enforce safety rules, procedures, training requirements, and protective measures necessary to maintain compliance with such standards and to protect the health and safety of employees, students, and the public. Employees shall adhere to all safety-related directives issued by the District.

- 16.B. The Union shall designate faculty representatives to the Health and Safety Committee chartered by the Participatory Governance Committee.

- 16.C. Where a student makes a real or implied threat of bodily harm or injury:

1. The faculty member shall report the threat immediately to the campus police, if on site, and the immediate supervisor/chairperson. The faculty member is required to follow up such immediate report in writing in accordance with the established "Notice of Instructor's Discipline Form."

2. The faculty member may remove the student in accordance with established District procedure.
 3. The administration shall conduct an immediate investigation/hearing. During the period of investigation/hearing, if the faculty member feels endangered, they may request that the District make a reasonable effort to ensure a safe work environment by doing such things as changing the class site, providing on-site security, reassigning or removing the student, or using other remedies agreed upon by the District and faculty member.
- 16.D. The District shall make every effort to secure spaces to store teaching materials and meet with students.
- 16.E. The District shall make every effort to provide a sufficient number of gender-inclusive restrooms and other spaces for necessary daily functions.
- 16.F. The District shall provide a sufficient number of lactation rooms.

16.G

1. All Faculty: Faculty ~~retain the right to~~ may perform tasks that do not require the use of Campus or Center facilities off-site and autonomously, in accordance with this Article. This contract is governed by the laws of the state of California.

~~1.1 All faculty must maintain residence in California. All off-site work must be performed in the state of California, except when faculty are on District-authorized out-of-state travel.~~

1.1 All faculty must maintain residence in California. All offsite work must be performed in the state of California, except when faculty are on District-authorized out-of-state travel or are temporarily and voluntarily out of the state in which case they shall not perform work for more than 14-days.

Under California Government Code sections 3100 and 3101, all District employees, including faculty unit members, are designated Disaster Service Workers and may be called upon to perform disaster service activities. As a result, remote work must be performed from a location that enables the unit member to report in person and be deployed within a reasonable time in the event of an emergency. This Article establishes a geographic proximity requirement for remote work tied to that Disaster Service Worker status.

As a condition of eligibility for and continued participation in any remote work arrangement, a unit member's regular remote work location corresponding to an estimated in-person reporting time of not more than four hours under normal travel conditions.

1.2 All full-time faculty are expected to devote a reasonable amount of time to professional responsibilities, such as conferring with and assisting students, attending meetings, and serving on committees, in accordance with Article 18.G. Some of these responsibilities ~~will~~ **may** require in-person work, and other responsibilities will require in-person work.

1.3 Full-time instructors in the credit program are required to hold at least two office hours per week. Part-time instructors in the credit program are not required to hold office hours but are eligible for compensation for office hours in accordance with Article 20.A.8. Office hours shall be held in modalities that align with the modalities of instruction.

1.4 Faculty off-site and autonomous work is evaluated through Article 9.

1.5 ~~The decision of whether and when work may be done off-site and autonomously shall remain the exclusive prerogative of the District and is not grievable.~~ **Assignment and scheduling of faculty, including the modality of assignments, is done in accordance with Articles 13 and 13-1 of this Agreement.**

2. Instructional Faculty

2.1 ~~Full-time instructional faculty inload assignments to online or hybrid in-person/online classes in fall and spring shall not exceed 9 workloads. Exceptions to this limitation may be made so long as the total inload online or hybrid in-person/online classes in the fall and spring of a single academic year does not exceed 18 workloads.~~

3. **Counseling:** ~~Counseling schedules will be based on current data regarding modality of student demand, and will be determined by the chair and dean. Based on current data, counselors will have the following schedule:~~

3.1. **Counselors who** ~~work are assigned to work 5 days a week will~~ **may be allowed up to 2 days of remote work.** ~~can work 2 of those remotely.~~

Counselors who ~~work are assigned to work 4 days a week will~~ **may be allowed up to 1 day of remote work.** ~~can work 1 of those days remotely.~~

3.2 ~~The total amount of remote work shall not exceed 9 workloads in the fall and spring semester. Counselors will have the right to use their office as needed (retreat rights). However, counselors will not be mandated to take remote appointments in person. This will be at the counselor's professional discretion. Counselors will have the right to use their office as needed (retreat rights). However, counselors will not be~~

mandated to take remote appointments in person. This will be at the counselor's professional discretion.

4. **Librarians:** Librarian schedules will be based on reference desk staffing and other in-person needs, such as pre-scheduled workshops, orientations, collaboration with colleagues, tours, collection management and other roles and responsibilities will be determined by the chair. Assignments may include off-desk duties such as online reference, collection development, management of electronic resources, coordination of various library services, special projects, etc.

4.1.

Librarians who work a full load and have significant off-desk duties may arrange with the chair to work remotely. Full-time librarians scheduled to work 5 days a week will may be allowed at least one day a week of remote work.

5. **Noninstructional Assignments.** Certain noninstructional assignments may will require in-person work. Specifics of in-person work requirements will be determined by the supervisors as part of the assignment process.

