



UPDATE

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New Round of Negotiations Begins: Sunshine List Finalized

Every year AFA and the District engage in negotiations. In preparation for this year's sessions, and to orient the new District negotiators, the District and AFA recently completed a training regarding interest-based bargaining. For the past several weeks, AFA and the District have participated in several study sessions to share interests to be ready to engage in the interest-based, problem-solving method of negotiations. Now it is time to begin formal negotiations.

At the October 12 meeting of the AFA Executive Council, the Negotiation Team presented the Sunshine List for this year's negotiations. The final list was compiled based on a review of past member surveys, Executive Council discussion, and Negotiation Team evaluation. In keeping with

the interest-based bargaining training, the format adopted was that of presenting interest statements about the identified Articles. The District will be doing the same thing.

The Executive Council has approved this Sunshine List. Both the AFA Sunshine List and the District Sunshine List will be presented to the Board of Trustees at the November Board meeting. After the one-month "sunshine" period, the District and AFA will begin meeting to conduct formal negotiations and, in the meantime, study sessions will continue. Please contact AFA with any comments or concerns regarding the items on the Sunshine List: afa@santarosa.edu or 527-4731. Your input will be considered in the process of negotiations this year.

AFA Sunshine List: AFA Bargaining Interests

October 14, 2005

General Interest Statements

- To help create a more financially stable institution
- To share with the District any improvements in financial status
- To share with the District in the return to historic financial patterns with regard to items such as reserves, salary status, benefits, support, and staff development.
- To contribute to the discussion about Academic Affairs reorganization

Article 3: Association Rights Interest Statement

- To recognize the increased workload carried by AFA for the District in negotiations and grievances

Article 10: Benefits Interest Statements

- To maintain a medical, dental and vision benefit program for regular faculty
- To provide for a choice of medical providers and, possibly, level of service
- To maintain a medical benefit program for adjunct faculty
- To provide adjunct faculty access to agreed upon District benefits at their own cost

Article 14A, B and C: Evaluations Interest Statements

- To recognize the professional status of all faculty
- To provide professional evaluation for all faculty

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Sunshine List *(continued)*

- To have parallel evaluation processes for both regular and adjunct faculty
- To complete a transition to a new and improved evaluation process for regular and adjunct faculty

Article 16: Hourly Assignments Interest Statements

- To evaluate the Pilot Adjunct One-Year Contract Program and modify as necessary to include in Contract
- To clarify language regarding loads

Article 22: Professional Development (Faculty) Interest Statements

- To evaluate the Pilot Flex Project and modify as necessary to include in Contract
- To provide a thorough orientation for all new faculty - including adjunct faculty

Article 24: Retirement Interest Statement

- To maintain the ability of retirees to purchase Medicare Part B with the stipend

Article 26: Salary Schedule Development Interest Statements:

- To provide salary adjustments that recognize the value of faculty experience to the institution
- To provide timely cost of living adjustments for all faculty
- To be in compliance with our Contract

Article 27: Salary Placement Interest Statements

- To remain competitive in attracting new faculty
- To recognize the value of past experience for adjunct faculty in initial salary placement
- To clarify language regarding advanced degrees and professional certification

Article 31: Working Conditions Interest Statement

- To describe the process by which a faculty member could be transferred to the Petaluma Campus to make a smooth transition

Article 32: Workload Interest Statements

- To understand several of the unique aspects of on-line teaching including appropriate workload, direct student contact requirements, and evaluation procedures
- To increase and improve on-line offerings by providing support for on-line course development

- To help equalize workloads among faculty
- To implement the recommendations of the District/AFA Workload Study
- To create greater flexibility for scheduling faculty assignments

Other items for DISCUSSION this year:
(think of these as two-year items)

Article 13: Department Chairs

- To discuss a functional job description for Department Chairs
- To discuss a functional basis for determining Department Chair load
- To discuss a functional basis for Department Chair evaluations

Article 32: Workload

- To discuss a range of faculty load patterns in response to student needs

Article 8: Academic Calendar

- To discuss the possibility of establishing an alternative to the two-semester academic year

Ad-hoc Adjunct Health Benefits Committee Forming

It's that time again! It seems like only yesterday that, thanks to widespread support from both full-timers and adjuncts, we secured an additional year of health benefits for the 210 adjuncts (and their dependents) who are eligible for this program. Now we need to work together to do it again. And as was the case last year, we will again be needing different types and levels of support from full-timers and adjuncts. One of the most important ways to get involved in securing the basic right of health care for yourself or your colleagues is to join the Ad-hoc Adjunct Health Benefits Committee. A limited amount of Adjunct Faculty District Activity Fund monies may be available for those adjunct faculty members who participate. Please contact Michael Kaufmann at 527-4999 ext. 9240 or mkaufmann@santarosa.edu for more information. WE NEED YOU!