



After a third and final all-day mediation meeting yesterday, the parties were not able to reach agreement. The mediator informed us that she will be authorizing AFA to proceed to fact-finding. The District's last "offer" to **eliminate Rank 10 and cut faculty salaries** remains in place. *This remains totally unacceptable to AFA.*

The District's campaign to destroy the historic Rank 10 is unnecessary and disappointing, but we are excited to have the opportunity to demonstrate the financial viability, fairness, and historic importance of Rank 10 to a neutral fact-finder. We are supremely confident in this process.

During the Great Recession, faculty and staff stood with the administration and we all took salary cuts **together**, at a time of great crisis. The Union was willing to revise Rank 10 during that unprecedented crisis to help the College. Now the District is using that history against us, and seeks to eliminate Rank 10 for wholly ideological reasons, in a time of fiscal health, without any data to support this extreme action. It also asks us to "**do what we say, not what we do**," with the administration having just awarded itself generous raises.

AFA has an informational meeting **scheduled today at 3:30, in Doyle 4245**, at which time we will provide additional information to our membership about the current status of negotiations and the Union's upcoming informational campaigns and other actions. We will be sharing this same information at the four additional meetings scheduled\*\*. The specific content of mediation remains confidential per PERB rules, but we will answer all the questions we can. We encourage you to attend. We also invite you to contact members of the AFA Negotiations Team or the AFA office with your questions. Additionally, AFA will continue to provide regular updates via email as this process continues to unfold.

#### **\*\*Informational Meetings Schedule**

- ❖ Monday, April 2 @ 3:15 in Petaluma (Call lunchroom)
- ❖ Wednesday, April 4 @ 5:00 in Doyle 4245
- ❖ Monday, April 9 @ 3:00 in Doyle 4246
- ❖ Friday, April 13 @ noon in Doyle 4245

#### **All Faculty Association**

Santa Rosa Junior College  
437 Elliott Avenue  
[afa@santarosa.edu](mailto:afa@santarosa.edu)  
<http://www.afa-srjc.org/>  
(707) 527-4731  
(707) 524-1762 Fax

-- AFA is working for you. The strength of faculty working together.