



Colleagues—

We are updating you on the status of impasse and negotiations. As previously communicated, the teams engaged in mediation with a state-appointed mediator from early February to late March. Mediation broke down on March 28. The next step in the impasse process is fact-finding; however, AFA and the District have agreed to put fact-finding in abeyance and return to the negotiations table. These negotiations—which are part of and not an end to impasse—resumed on Friday, May 11. In addition to the May 11 meeting, AFA and the District have scheduled meetings for May 14, 16, and 22.

Both teams have expressed their commitment to the process. While we cannot predict the outcome or its timing, the teams will continue to meet as long as negotiations are fruitful. If the teams do reach an agreement, that may occur this spring, over the summer, or in early fall.

Because we are still at impasse, the fact-finding process would begin immediately if current negotiations break down.

Finally, a word of thanks to all of the departments who made time for us at their department meetings and to the faculty members who attended AFA's informational meetings over the last several weeks. Those who attended and engaged in the discussions report having a much deeper understanding of the current issues, which are complex and not easily articulated in emails.

We invite your questions and comments.

—The AFA Negotiations Team

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