

Negotiations Update Spring 2022
Excerpt from Executive Council Meeting 4/13/22

1. Current negotiations topics and AFA interests (K. Frindell Teuscher, AFA Chief Negotiator).

The following is a list of a majority of the negotiations completed this year.

- MOUs for five Special Assignments: This a new area of negotiation, as special assignments were previously not negotiated by AFA. They include:
 - Construction Project Lead
 - Grant-funded coordinator for bus operator pre-apprenticeship
 - Ethnic Studies: acting chair and advisory group
 - Native American Center Coordinator.
- Definition of "Department" – for academic departments, prevents the formation of appendage-type faculty collectives that exist outside of the protections of the Contract
- Department rights and department membership provisions
- Change classification language from "adjunct" to "associate" faculty
- Move to gender neutral contract language
- Two pandemic working conditions side letters
- Vaccine mandate side letter
- Side Letters.
 - Side Letter – "HyFlex"
 - *Combined modality sections* will be the SRJC descriptor for "HyFlex"
 - Support for absent students
 - The District may provide tech or equipment, if resources allow
 - Faculty members must request to teach these sections
 - AFA will be notified of those teaching combined modality sections
 - No faculty member will be compelled to teach combined modality sections
 - District may choose not to reassign a faculty member to a combined-modality section.
 - Side Letter – Transition to Post-pandemic operations
 - Expected to be finalized this week
 - *Highlights (pending finalization):*
 - Retains trigger language for unsafe conditions
 - Provisions for confined spaces after lifting of mask mandate, e.g., office hours, counseling
 - Reasonable accommodations through HR, ex: health related exemptions to in-person teaching
 - Contract faculty may convert summer hourly load to contract load to remedy a prior contract load deficit
 - Self-evaluations remain unless rejected by chair or last evaluation was a self-evaluation
 - Office hours may be remote (50% for in-person assignments, includes email)
 - Additional compensation on hold until funding update, X factor remains (see Article 17.11.G.5).
 - Deadlines for exemptions and vaccination upload.
- Expected for the T.A.:
 - Voting will begin on May 11, 2022
 - New contract for 2022-2025
 - Rank 10 Salary increase is 3.7%
 - Average – depending on step
 - Subject to May Revise and final state budget
 - Department chair release time recalculation, per formula
 - Interdepartmental transfer process
 - Side Letter Provisions rolled into contract
 - Spring PGI submission option
 - Privacy provisions for online teaching.
- On the table or awaiting response:

- Associate interview Priority – specifies a number of associate faculty to be invited during the hiring process
- DEIA Training Requirements
- Compensation for CE Coordinators
- Compensation for SLO Assessments
- Two department mergers in finalization
- Allied student contact hours specifications
- PGI Procedures – AFA negotiates procedures, e.g., the process to get PGI approved.