



Dear Colleagues,

As Dr. Chong has announced, the District is currently targeting a schedule reduction of 9 percent for Spring 2019, with further cuts planned for future semesters. For many of our colleagues, this will mean loss of hourly load (and potentially livelihood) in Spring 2019 and beyond.

While AFA has no purview over the schedule and no legal ability to prevent the District from making cuts, we are considering ways of reducing the pain of the schedule cuts, particularly for our most vulnerable and exploited unit members. As we mull over any contractual provisions that would enforce these ideas, AFA encourages those who are able and willing to consider sharing hourly load with colleagues. We want to first provide you with some information that may be useful in considering how you can help.

**Established loads for hourly assignments no longer go down when load is reduced.** When Article 16 was revised in 2016, a provision was added that prevents established load from decreasing when a faculty member turns down, loses, or opts not to request an hourly assignment. The result is that it is now possible for an hourly faculty member to go two semesters (and adjacent summers) without an assignment before losing their offer rights and place on the length-of-service list. As long as a faculty member who takes time off has an hourly assignment in the third consecutive semester, there is no change to their established load. Further, a faculty member who loses or gives up part of their hourly load but retains an assignment in any semester will retain their place on the length-of-service list and established load indefinitely.

**You may have an opportunity to help a colleague.** Not only were the new contractual protections designed to help faculty who lose hourly load involuntarily due to circumstances such as low enrollment or schedule cuts, but they were also designed to make it possible for faculty members to voluntarily reduce their hourly loads or take time off from teaching hourly assignments without having their established load affected in future semesters. In other words, if you decide to turn down an hourly assignment, you would be giving the opportunity of that load to a colleague lower on the length-of-service list without affecting your offer in future semesters.

Thank you for considering helping a colleague if you are able.

Sincerely,  
Karen Frindell Teuscher  
AFA President

*Sent bcc to DL.STAFF.FAC.ALL*

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.