



Now that the current crisis is over, why do we still need to have a strike relief fund vote?

Negotiations are still at impasse.

The decision of the Executive Council to move forward with a strike relief fund vote was reached after intense discussion at a number of AFA Council meetings and several conversations with our legal counsel, all of which occurred *before* the crisis surrounding the summer schedule cuts.

On Thursday, April 12, AFA received official word from the District that it is offering to put fact-finding in abeyance and return to the negotiations table. ***This does not mean that impasse has concluded.*** Putting fact-finding in abeyance simply **pauses** the process. The teams plan to resume salary discussions in May. We continue to be hopeful that negotiating in good faith will bring good results, but the Council is also very much aware that it has a responsibility to our constituents to **proactively consider and prepare for all possible eventualities.** We are also working within a timeline over which we have very little control.

Even though AFA and the District will be returning to the table, it is still possible that both teams' best efforts will not, in fact, result in an agreement. In that case, the impasse process would resume, the teams would begin the fact-finding process, and we would be closer to the District's legal ability to impose its "last, best, and final offer," which includes a **3% faculty pay cut and the permanent elimination of Rank 10. A pay cut and elimination of Rank 10 would affect all faculty members, both contract and adjunct.**

If the teams are unable to reach agreement, it is possible that a return to fact-finding could occur during the summer. It is important for AFA to take prudent steps in advance to prepare for the possibility of the District imposing a pay cut in the Fall, at which point the AFA membership could vote to go on strike.

It is AFA's position that, despite the teams' agreement to return to the table, we simply cannot wait any longer to begin preparing a Strike Relief Fund. Because of the required balloting period and time required by the payroll department to implement a change in payroll deductions, **the vote must occur now** before many faculty members prepare for the end of the semester and leave for the summer.

Your "yes" vote for a Strike Relief Fund will send a clear message to the District and the Board that **the faculty will stand together** until the impasse process is satisfactorily completed. No one wants to go on strike, and we, as your representatives, will continue to make every effort to reach an agreement with the District that will be fair to everyone.

Thank you—we are truly grateful for your support during these difficult times.