
Negotiations Process

The Council has the responsibility to oversee and direct the Negotiations Process, but it delegates the day-to-day research and communication to the Negotiations Team. The primary task of the Negotiations Team is to keep the Council apprised of significant topics and developments in the negotiations process.

The Negotiations Team shall, when possible or reasonable, perform the following duties:

- Discuss interests within the Team and with the Executive Council.
- Identify interests in written form.
- Create the Sunshine List from interests and identify applicable Contract articles.
- Conduct research including surveying faculty, gathering sample contract language from other districts, incorporating Ed Code language or other Federal or State legislation, and gathering financial information
- Present interests, proposals, and counterproposals to the District Team.
- Respond to District proposals or counterproposals outlining questions, concerns, needs for further research, and other possible solutions.
- Capture District responses in the notes from the negotiating session.
- Report to the Executive Council.
- Respond to District's questions or concerns; research further if necessary.
- Reach agreement and decide who will write the language of a formal agreement, e.g. a Memorandum of Understanding (MOU) or a Tentative Agreement (TA).
- Review proposed Contract language within the Negotiations Team and then with the Executive Council and, if necessary, the Academic Senate.
- Agree to final Contract language. The Executive Council votes on the language and the TA.
- Check for check for and correct inconsistencies in the Contract resulting from a negotiated item ("ripple effect").
- Bring Tentative Agreement to the membership for discussion and ratification.
- Oversee the incorporation of language from the ratified TA into the Contract.