

August 22, 2011

## **NEGOTIATIONS BULLETIN #2**

The Guild has reached Tentative Agreement on the following 11 articles of the 2011-2014 Agreement between the Los Angeles Community College District and the Los Angeles College Faculty Guild (AFT). Several other articles (Articles 13, 14, 16, and 17) are still “on the table.”

In this round of negotiations, which has taken place in a particularly difficult fiscal environment, we have worked hard to bargain for reasonable “quality of work environment” improvements. We have been mindful of the state budget crisis and its impact on our district and students. We have worked hard to fine tune and update contract language, reorganizing and rewording entire articles to clarify language and avoid needless misunderstandings that have led to past grievances. We listened to our members and have fought to fix problems identified in our pre-negotiations survey.

The negotiations team is working diligently to reach tentative agreement by August 25. However, because of recent developments, it may take a bit longer to achieve the kind of collective bargaining agreement our members expect.

When we have reached tentative agreement on all remaining “open” articles, they will be reviewed by the AFT Executive Board, which will vote on whether or not to recommend to the membership ratification of the contract. The Guild will conduct a contract ratification election, and all AFT members will be eligible to vote. If you are not yet a member, contact your Chapter President today and sign a membership card so that you can be part of this important Guild activity.

Below are highlights of tentative agreements to date:

### Article 9 Work Environment

- Includes plans for office and storage space when designing new buildings or renovating existing facilities
- Makes administration accountable to respond to recommendations from the Work Environment Committee
- Requires administration to provide access to classrooms, either by providing keys or ensuring the door is unlocked before the class meeting time

### Article 10 Calendar

- Clarifies the flex obligation of nonclassroom faculty
- Allows flex day may be either of the last two days of the week before the start of the fall semester. Sets spring break for the 9<sup>th</sup> week of the semester for the next three years
- States that colleges need to provide sufficient, high quality professional development activities and follow State Chancellor’s Office guidelines

#### Article 12 Class Size

- Stipulates that after the first day of class, only instructors can add students

#### Article 15 Intersession

- Creates a priority list for adjuncts for intersession assignments, with one adjunct list combined for summer and winter

#### Article 23 Professional Growth

- Calls for the District to provide a combined fund for conference/tuition reimbursement of \$250,000 each year for the 9 colleges for the duration of the contract
- Increases the maximum conference reimbursement from \$1,000 to \$1,500 per conference
- Increases the maximum tuition reimbursement from \$2,000 to \$3,000 per person

#### Article 19 Evaluation

- Allows evaluations for tenured faculty to be conducted in fall or spring
- Combines 'meets expectations' and 'exceeds expectations' into one category on evaluation forms
- Allows adjuncts to request a comprehensive evaluation after a first 'needs to improve'
- Standardizes the process of conducting student evaluations
- Specifies that in departments without faculty chairs, the administrator serving as chair is a nonvoting member of the evaluation committee

#### Article 25 Leaves

- Qualifies probationary faculty for leaves under the Family Medical Leave Act
- Provides parental leave of up to 10 working days at 50% pay separate from illness days
- Increases to five days the number of illness days faculty may donate to other faculty in need of additional paid days.
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#### Article 28 Grievance

- Clarifies the grievance procedure and the options of the Grievance Review Committee

#### Article 40 Distance Learning

- Maintains faculty intellectual property rights regarding ownership of their DL courses
- Clarifies the role of the DL committee and gives AFT 50% representation on the committee
- Requires the district to provide training to adjunct faculty who must learn a new DL platform in order to receive an assignment
- Makes proficiency achieved in a Course Management System portable to any other LACCD college using the same CMS

#### Article 42 Probationary Evaluation

- Combines 'meets expectations' and 'exceeds expectations' into one category on evaluation forms
- Requires new FT faculty to take the online orientation
- Improves the process for conducting student evaluations
- States that if the faculty being evaluated is a department chair, the chair of the evaluation committee must be a faculty member

#### Article 43 Ancillary Activities

- Consolidates the list of eligible ancillary activities