

# LOUD and CLEAR

*Your connection to faculty contract action alerts*



**NEGOTIATIONS  
BEGIN  
JANUARY 30, 2014**

## BARGAINING PROPOSALS "SUNSHINED" NEGOTIATIONS BEGIN

The Guild and District Management start formal negotiations on January 30. This comes after months of preparation by members of your bargaining team, which includes representatives from each campus [\[click here for a list of bargaining team members.\]](#)

In November, we carefully reviewed faculty replies to the Bargaining Survey to set our priorities and direction for negotiations.

We then met several times with District Management to develop a framework for the 2014 - 2017 contract talks. To avoid the conflicts which plagued the 2011 negotiations, we agreed on a process called "Interest Based Bargaining," a problem-solving method of negotiations which stresses communication, respect, and cooperation.

In that spirit of collaboration, the Guild and District worked out mutually acceptable, broadly-defined bargaining proposals. The next step was to submit these items to the Board of Trustees to be "sunshined." This complied with California law [CA Gov Code 3547] requiring that educational institutions make their initial proposals part of the public record.

The proposal language in the "collective bargaining notice" is different than in past contract cycles [\[click here for the board agenda\]](#) but the issues are, as always, wages, hours, and working conditions. While it is in the Guild's long-term interest to reform the bargaining process, that doesn't change our role as advocates on matters faculty members care about.

Proposal 2, for example, to "improve various work

environment conditions" opens up Article 9 of the contract to negotiations. Proposal 5 will "address fairness issues in scheduling adjunct rate assignments" (Article 16). And Proposal 7, to "explore ways to recruit and retain the most qualified faculty," will allow us to once again work for progress on faculty salaries.

Bargaining sessions are scheduled over the next several months (the current contract expires in June) and regular updates will appear in these bulletins and Read On.

Guild officers want to hear from you! Get involved by attending chapter meetings to tell your story about how your job has changed over the past years. This information will be critically important as our negotiating team bargains with the District on issues of economic fairness and job security.