

Date: May 14, 2008
To: AFA Members
From: AFA Negotiations Team and Executive Council
**RE: TENTATIVE AGREEMENT
Effective for 2008-09 Academic Year**

Colleagues,

The District and AFA reached Tentative Agreement (TA), and the AFA Executive Council approved it, on May 9, 2008. The resulting Contract changes are attached to this letter. Please review the changes and complete the ratification ballot attached. The ballot is due to be returned by Thursday, May 22, 2008 at 5:00 p.m.

The budget situation in California is dismal. In the Governor's January budget projections there was no COLA, and little improvement from last year. Since then we have all heard that State-level 10% across-the-board cuts may materialize. In this context it is difficult to negotiate financial matters. The situation may become a little clearer, but not necessarily better, after the Governor announces the May Revise later this week.

At the local level, the Board of Trustees has reiterated the desire to have faculty participate in cost sharing for benefits. AFA surveyed the faculty and learned that there was consensus regarding what might be "traded" in order to preserve fully paid medical premiums for Regular faculty and maintain the Adjunct health benefits program for at least another year. Regular faculty agreed that District-provided Life Insurance was less important than fully paid medical premiums, and faculty agreed that Sabbatical Leaves could be traded to maintain medical programs. Note: there was no money added to the GASB (Governmental Accounting Board Standards) account this year. Instead, payments for Early Retirement Option medical benefits and Retiree Stipends were made from the account.

The package that AFA has negotiated DOES trade Sabbatical Leaves for a portion of the salary adjustment (ongoing – becomes part of the base), and maintenance of the Adjunct Faculty Medical Program for a year (on a one-time basis); however, the Sabbatical Leaves traded were ONLY those of the postponed Sabbatical Leaves from 2004-05 – the extra "payback" sabbaticals. The Sabbatical Leave Program remains intact, at the rate of 4.5% of the total full-time faculty load performed + 2 Sabbatical Leaves per year.

The District was committed to achieving Rank 10 for salaries at our comparison points. This is how we agreed to meet that part of the Contract:

Salary adjustment:	\$149,772
Instructional Efficiency Incentive:	\$190,742 (more about this in the Fall)
"Payback" Sabbatical Leave trade:	<u>\$266,000</u>
	\$606,514

While no one is optimistic about receiving a COLA, we agreed to language about how to apply it if there is one: Apply any deficit funding factor to the funded 2008-09 COLA prior to allocating COLA, less 0.5%, to faculty salary schedules for the 2008-09 adjustment.

The District agreed to pay for the increases in Regular faculty Medical Premiums for 2008-09:

Regular Faculty Medical Premiums:	\$154,000
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And the District agreed to fund future premium increases at the rate of the State COLA. Any difference between an increase and the COLA would be negotiated. Interestingly, they did not accept AFA's offer regarding elimination of Life Insurance; they postponed that until further research could be done next year.

A portion of the Sabbatical trade was allocated to maintain the Adjunct Faculty Medical Program for 2008-09:

Adjunct Faculty Medical Program:	\$420,000 ("Payback" Sabbatical Leaves trade)
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The remaining portion of the "Payback" Sabbatical Leaves trade is being held to help maintain the Adjunct Faculty Medical Program next year.

A new category of assignment has been established called CDCP (Career Development and College Preparation), with a full-time instructional workload of 21.5 hours per week. This category of assignment is related to specific

courses that have been approved by the State Chancellor's Office as meeting the requirements for a CDCP designation. This has resulted in the creation of a new Hourly Assignment Salary Schedule to reflect this new workload factor. Money to fund this new Hourly Salary Schedule is designated for this purpose by the Governor and reflected in the State System budget.

There are a few non-monetary elements to present:

EMAIL: SRJC will provide all Regular, Probationary, Temporary and Adjunct faculty members with an SRJC email account to receive official communications from the District and communication from students. Each faculty member is required to regularly maintain the account so that email may be received when sent.

And, Memoranda of Understanding (MOUs) about the CDCP stipend prior to changing the workload factor, and about the Flex Program were accepted. The text of the MOUs is part of the language attachment that follows.

AFA has been successful in maintaining Rank 10 for all salaries, providing fully paid Medical Premiums for Regular faculty, and maintaining the Medical Program for Adjunct faculty.

The AFA Negotiation Team and Executive Council urge you to ratify this Contract.

AFA Negotiation Team:

Deborah L.S. Sweitzer, Chief Negotiator	Warren Ruud, President of AFA and Data Person for the Team
Janet Mc Culloch, Negotiator	Ted Crowell, Adjunct Negotiator and Note Taker for the Team
John Daly, Negotiator	Michael Kaufmann, Adjunct Negotiator

Note from the Chief Negotiator

It has been my privilege to serve the faculty for the past 20 years. I was a founding (Adjunct) member of AFA (back in 1988), the first Vice President, the second President, and I have been the Chief Negotiator for the entire period. I am stepping down as Chief Negotiator now; however, I'm not retiring, at least not yet, so I'll be available to serve as a resource for the organization.

I want to thank all the faculty members, Regular and Adjunct, who have helped with negotiations over the years, either as a member of the AFA Team, a member of the Executive Council or as part of a task force/work group, and the extraordinary AFA Staff, especially Judith Bernstein. Together we have achieved great things for our faculty. Without all of you the gains we made would not have been possible. For example:

- We linked salary schedules, so increases are equally shared
- We pioneered a ranking system for salary negotiation that is now used by other faculty groups, and has served us very well
- We provide verified faculty salary data to the entire State (thanks first to Courtenay Anderson and now Warren Ruud – with the help of Ted Crowell, Judith Bernstein and Candy Shell)
- We originated guaranteed hourly assignments through Assignment Priority for Adjunct Faculty
- We were among the first to pay all Adjunct faculty for Office Sessions
- We are the only organization that provides a way to pay Adjunct faculty for participation in District Activities
- We now have a salary schedule that places our retirees (at Steps 16 and 28) at Rank 10 – thus improving retirement income
- We now have a salary schedule that places new hires at Step 1 at Rank 10 – thus becoming more competitive in hiring new faculty, both Adjunct and Regular
- We have fully paid benefits for Regular faculty and an intact medical premium program for Adjunct faculty
- We continue to work on issues of importance to faculty to improve terms and conditions of employment

Faculty have weathered difficult times in the past. Unfortunately, it looks like we are headed into another period of financial hardship. Our current Contract leaves us well placed to address the problems that will arise — we're starting from Rank 10 salaries, fully-paid benefits program for Regular faculty and maintenance of the Medical Premium Program for Adjunct faculty. Janet McCulloch was appointed by the Executive Council as the next Chief Negotiator. Her experience in negotiations, and experience as AFA President, has equipped her to do this job well. There is a seasoned Negotiation Team to serve you and new negotiators in training. You're in good hands.

Deborah L.S. Sweitzer