

From: AFA
Sent: Tuesday, June 16, 2009 5:01 PM
To: DL.STAFF.FAC.ALL
Subject: Hourly Assignments and the Fall Schedule Reduction

Colleagues--

The District and AFA have reached agreement on a Memorandum of Understanding (MOU) on Article 16 of the AFA Contract. This MOU establishes the method of redetermining hourly assignments for Fall 2009 after the District recently reduced the fall schedule by 18%. The AFA Executive Council approved this MOU by a unanimous vote yesterday. The text of the MOU is available at

<http://www.santarosa.edu/afa/mou.shtml> .

This agreement is the result of many hours of negotiation between the District and AFA. Yesterday, the Executive Council held a special meeting to hear from faculty about the issue. The Council made its decision after serious research, discussion, and thought. Not everyone will be happy with each provision of the MOU, but in total, it represents the consensus of the Council and what we feel is best for all faculty.

AFA's interest in negotiating this MOU has been to protect the contractual rights of faculty while striving to assure that those faculty who rely on their hourly assignments for livelihood can retain their assignments. However, applying any sort of mandatory means-testing to decide who loses hourly assignments is neither appropriate nor is it efficacious in protecting these faculty. The same is true for a blanket prohibition of any entire class of faculty from taking hourly assignments.

The MOU establishes a process for adhering to the principles of the Contract while allowing the individual faculty members of each department to take steps to protect the livelihoods of those faculty in their department. It offers protection against the loss of load history next year for those who lose

assignments in Fall 2009 for whatever reason.

Please take the following actions as soon as possible:

- Read the MOU and become familiar with your rights for hourly assignments. If you have not heard from your chair regarding your hourly assignment, contact your chair to determine whether that assignment has been changed. If you feel that your rights to an hourly assignment have not been upheld, contact the AFA Office (527-4731 or reply to this email).
- Talk to your Chair if you do not depend upon your present hourly assignment for essential income. Please consider waiving your right to a fall hourly assignment to provide an assignment for colleagues in your department who do depend upon hourly assignments for essential income. If you do waive all or part of your right to assignment you will preserve your load history for the following fall semester.
- Tell your state legislators to start providing the necessary funding to California community colleges. Radical fee hikes and even more cuts are being discussed in the legislature right now. SRJC and other community colleges offer an economical alternative to UC and CSU, as well as educating the workforce that will pull California out of its financial tailspin. You can find out how to contact your Assembly Member and State Senator at the AFA website (<http://www.santarosa.edu/afa/advocacy.shtml>).

Unfortunately, the State financial crisis most likely will continue beyond the fall semester, and we as faculty will have other difficult decisions to make in the future. If you would like your thoughts on these upcoming decisions to be heard, you can email the AFA office

(afa@santarosa.edu) using your college email account (@santarosa.edu) with *SUBJECT: Faculty Comment*. I'll make sure your comments are presented to both the Council and the District. Please indicate if you prefer your comments to be presented anonymously. Comments will be posted on the AFA website http://www.santarosa.edu/afa/Budget_Crisis.shtml , and they will be updated periodically. Also, another faculty online survey will be issued in the fall, and open forums on the budget crisis will be held. I hope you all participate in both.

AFA will continue to work with the District to mitigate the loss of hourly assignments by those who need them most. I will try to keep you all informed over the next few months as events unfold.

Sincerely,

--Warren

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