



AFA/District Joint Statement Status of Negotiations



January 27, 2005

To Unit A Faculty Members:

AFA and the District are still actively engaged in good-faith negotiations in an effort to reach agreement on financial matters as well as non-monetary issues. Negotiations are being conducted using interest-based bargaining. This approach requires thorough discussion of both AFA and District interests when interests are not identical in order to create a deep understanding leading to a Tentative Agreement. Since, in the area of financial matters, the interests of the District and AFA are not completely shared, discussion continues so together we can create a solution acceptable to both parties. Progress is being made, but a Tentative Agreement has not yet been reached.

In non-financial areas, interests of the District and AFA are more closely shared. For example, although details are still under discussion, progress has been made on revisions to many articles, including:

Article 11: Conciliation/Grievance

Article 14: Evaluations: in two areas: Probationary Adjunct Faculty Evaluations (first 2 evaluations undertaken in the first 5 semesters of employment) and Continuing Faculty Evaluations (after Tenure for Regular faculty, and after semester 5 for Adjunct faculty)

Article 16: Hourly Assignments

Article 18: Leaves

Article 19: Parking

It is difficult to estimate when Tentative Agreement will be reached. When it is, both the Board of Trustees and the AFA Executive Council must approve it before it can be sent to AFA members for ratification. For faculty, the ratification process begins with an open meeting for members to discuss the Tentative Agreement, distribution of ballots to members, balloting and counting the ballots. The entire ratification procedure takes about a month. Enacting the provisions of the Contract will occur only after both the District Board of Trustees and AFA membership ratify the Tentative Agreement.

The text of the revised Articles, as well as the details of the financial agreement, will be included in the ratification material distributed to AFA members for approval after Tentative Agreement is reached and the AFA Executive Council approves it.

While both the District and AFA negotiators regret that the financial issues are not yet resolved, we agree that both sides have bargained in good faith in the context of a very difficult fiscal situation for both the College and its faculty.

AFA Negotiation Team:

Deborah Sweitzer, Chief Negotiator; Courtenay Anderson; Craig Butcher; Carol Ciavonne, Vice President; Ted Crowell; Janet McCulloch, President

District Negotiation Team:

Ed Buckley, Vice President, Academic Affairs; Ron Root, Vice President, Business Services