



San José/Evergreen Faculty Association, AFT 6157

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2011 Full Contract Sunshine Proposal Faculty Association, AFT 6157 Opening Proposal Full Contract Expiring June 30, 2011 March 22nd, 2011

The following represents the opening proposal from the Faculty Association, AFT 6157 (Union) to the District. The Union reserves the right to add, amend, delete or change any of these proposals.

Article 1 Recognition

Article 1.1.2 Non Credit instructors shall be part of the bargaining unit

Article 8 Full-Time Salary, Hire Dates and Seniority Number

Article 8.1 Salary Schedule Increase

- A. The Union will participate in addressing the current budgetary concerns in the District with the following caveats:
 - 1. All reductions will be temporary in nature and/or contain contingency language
 - 2. All reductions will lead to the following in this order:
 - a. Full time faculty who are transferred being reinstated back to their original positions and categorical non tenured being rehired and/or
 - b. Classified and/or adjunct faculty being rehired.
 - 3. Any FA, AFT 6157 reductions will not result in management positions being created or reinstated
 - 4. Before initiating bargaining on any salary reduction, the District must provide the Union with the information identifying the vacant positions scheduled for elimination/layoff and the full cost of each of those positions (including salary, benefits and mandated benefit costs).
- B. The Union will make specific proposals regarding temporary salary reductions at the bargaining table.

Article 9 Adjunct Faculty and Substitutes

Article 9.1 Salary Schedule Increase-The Union plans on limiting the effect on adjunct of any reduction in salary

Article 9.16 Disbursement of Salary Checks to Adjunct Faculty

The District shall pay adjunct faculty the same way it pays full-time faculty -- 10 times a year on the last day of the month in equal payments in: August, September, October, November, and December for fall semester; and in, January February, March, April and May for spring semester

Article 9.18 Scheduling of Adjunct with Seniority Rehire Preference (SRP)

- a. Once all full time faculty have taken their load and overload, the deans shall send an email list of all remaining and available classes to all SRP Adjunct faculty



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- b. The deans shall develop a form (approved by the Negotiation Teams) where adjunct faculty with SRP can list their preference for sections.
- c. Adjunct faculty with SRP shall list up to six sections for which they are available (depending on how many sections are offered).
- d. Adjunct faculty with SRP shall receive their allotted load (33% or 40%) assuming sufficient classes in their division
- e. After each adjunct with SRP has received their allotted load (33% or 40%) the deans shall attempt to assign additional sections to adjunct with SRP up to the maximum load before offering these sections to adjunct without SRP.

New Article-Ensure SDI election is held and adjunct faculty have to right to have SDI deducted from their paychecks.

Article 11 Calendars-Need calendars for 2012-2013; 2013-4014

Article 12 Workload, Class Size, Class Cancellation

12.3 Faculty Workload

New Section: Create an **enrollment management committee** at each college containing 3 faculty members- 2 from Academic Senate, 1 from FA, AFT 6157 and equal number of management. Key issues would be:

1. Classes offered
2. Class cancellation
3. Class cancellation/addition criteria

Article 17 Benefits

The Union is evaluating plan design changes and possible dollar contributions to the benefit plans to save some money to bring back full time faculty who are transferred to be reinstated back to their original positions (categorical non tenured being rehired) and/or laid off classified and/or adjunct faculty.

Article 18 Retirement

New Article 18.5 Offer the Golden Handshake- to encourage retirement of more costly senior faculty

Article 24 Reduction in Force

Article 24.13-Update Faculty Service Area List

Article 31 Completion of Meet and Negotiate

Article 32 Term