

Hello Faculty,

It was great to see many of you at the Enrollment Management Forum. It is clear from the chat and comments that faculty are feeling burned out and underappreciated. CCFF has heard your voices and will continue to fight to ensure that the District gets the message that Faculty working conditions are student learning conditions. CCFF believes that the District can afford the following salary increases and we look forward to continuing negotiations to get the best deal for faculty as possible.

- 2020-21-COLA+3.82%
- 21-22-COLA+3%
- 22-23-COLA+2%

CCFF has also heard a call for smaller class sizes. We are still in the process of negotiating Article 4 which includes a section on class size and will be gathering feedback on potential contract language for that section.

Based on comments from the District we anticipate going to impasse because the District believes our demands are unreasonable and nowhere near their proposal of a one time, off schedule, stipend payment in lieu of a salary increase. We will need your support to show the District that not only can they afford to pay our salary increase but that this salary increase is overdue.

Please also take the [COVID Protocol Updates On Campus survey](#). This survey will help CCFF identify what the concerns of the faculty are and help us as we continue to negotiate COVID MOUs. This survey will close on Dec 17, 2021

Negotiation Update

CCFF and the District met to negotiate our successor CBA on December 3, 2021, and met on December 6, 2021, to negotiate the Spring 2022 Vaccination and COVID working conditions MOU. You can find a detailed breakdown of our sessions below.

COVID MOUS

CCFF provided a counter proposal to the District on “vaccination mandate” MOU and **did not receive any counter proposal from the District** regarding “Spring 2022 COVID” MOU, **which includes hybrid pay**. Our next meeting with the District is on 12/13/2021, CCFF hopes to receive counter proposals on both MOUs from the District before the semester ends.

Successor CBA

Article 7-Calendar- The District struck out language for a 16-week calendar and rejected CCFF’s proposed MOU that would initiate yet another study on the 16-week calendar. The District claims they are interested in investigating if a 16-week calendar meets the needs of students, faculty, and staff but would not commit to initiating a study. The District also claims that they do not want to enter an MOU regarding an investigative study because there are other constituent groups who should also be consulted regarding the 16-week calendar. CCFF agrees that the impacts of a 16-week calendar reach all constituent groups (students, faculty, staff) and that the calendar significantly impacts the 10+1 and is interested in ensuring those voices are part of the process. However, CCFF is concerned that without an MOU the 16 Week Calendar will, yet again, fall off the District’s radar and we will be having this same discussion in a couple of years.

Article 12-Program Directors-The District accepted the language that allows 10-month program directors to choose if they will work over the summer months. This mirrors the language in the Department Chairs article and provides direction on how 10-month program directors should be paid during the summer and provisions for working part of the summer. The District struck language that named Culinary Arts and Child Development as Program Directors stating that only those programs identified as having outside accreditation have Program Directors. CCFF corrected the District, reminding them that both Culinary Arts and Child Development have Program Directors.

Article 27-Sabbatical Leave-The District countered the Sabbatical Leave Article and included language regarding IRB approval and failure to complete the Sabbatical Assignment. CCFF and the District had a lengthy discussion on why the inclusion of IRB approval specifically was so important in the article. The District maintains that faculty who do not actively pursue IRB approval, when necessary, as part of their Sabbatical Project should not stay on Sabbatical Leave. CCFF reminded the District that the only documented issues with faculty and IRB approval have been because of a lapse in the District's IRB approval process. There have been no documented cases of faculty not pursuing, when appropriate, IRB approval in a timely manner.

Article 37-FSA-CCFF proposed the Senate reviewed FSA article and application form.