

AFT 1493 UPDATE: *Issues We're Fighting for at the Bargaining Table*

WORKLOAD EQUITY FOR ALL FACULTY

Many faculty members have reached a breaking point due to our ever-increasing workload.



Many of us feel demoralized and discouraged, while others talk about leaving the district or retiring early. In Spring 2019, AFT, in collaboration with the Academic Senate, developed a proposal to set a limit on workload for non-teaching duties, focused on professional responsibilities, compensation for faculty who work beyond the stated limit, and payment to adjunct faculty for non-teaching tasks. As of July 24, the [district's proposal on workload](#) fails to meet the recommendations outlined in the workload committee's report. The district's proposal fails to define a reasonable workload and would implement punitive measures against faculty who do not fulfill their workload requirements, including disciplinary measures and revoking professional development funding, overload, or re-assigned time. AFT has rejected the District's proposal and continues to fight for fair workload.

EQUITABLE LOAD FOR LAB CLASSES

Based on the feedback from Music, Art, Physical Education, and Science faculty and the need to



establish parity around load calculation, AFT proposed increasing the FLC for these labs up to 1.0 over the life of the contract. The district indicated that in order to phase in the lab FLC increases, they first have to agree that this is the right goal. In order to "understand" this issue, the district has

proposed assembling a task force to look into it. Our faculty understand this issue and AFT will continue to fight for load re-calculations.

PAY EQUITY FOR NON-INSTRUCTIONAL FACULTY

After hearing from counseling faculty about the lack of clarity around how the Special Rate is used, the AFT proposed eliminating the use of the current Special Rate and using the current Lecture Rate for any activity that involves student contact and the current Lab Rate for activities that do not involve student contact. In particular, counselors have been inconsistently paid at either the special rate or the lab rate for the same work. AFT will continue to fight to ensure all faculty are paid equitably for their work!

ONE MONTH PAID MATERNITY/CHILD BONDING LEAVE

Many of our faculty members have asked AFT to work on creating paid maternity / child bonding leaves. In response, AFT proposed granting one month of 100% paid maternity / child bonding leaves for regular faculty. This benefit would help to attract and support faculty early in their careers in achieving a healthy work / life balance. AFT will continue to push for maternity/child bonding leaves in our district.



SALARY, BENEFITS, & PART-TIME PARITY

Our union proposed increasing salary and medical benefits for full-time faculty as well as medical stipends for part-time faculty at the same percentage as [increases in property taxes](#). Additionally, in order to move to part time pay parity, we proposed paying part-time faculty on a salary schedule that mirrors the salary schedule for full-time faculty, with parity set at 85%. The district informed us that they need to cost out all economic proposals before responding.



INVESTIGATIONS / PROGRESSIVE DISCIPLINE

Years of problematic and irregular investigatory procedures of faculty, have underscored the need for a fair and clearly defined investigative process in our contract. In addition, we believe that faculty should not be reprimanded, suspended, or dismissed *without just cause*. We will continue to fight to add a "Just Cause and Progressive Disciplinary Procedures" section to our contract.



PROFESSIONAL DEVELOPMENT: IMPROVED PROCESSES AND INCREASED FUNDING

Many faculty have asked the union to improve our Professional Development process and to increase the amount of funding available for faculty projects. The district rejected an Academic Senate/AFT collaborative proposal to increase PD funds, broaden faculty eligibility for PD, and establish clear guidelines on how these funds should be used in order to put limits on PD funding being used for district/college initiatives. The AFT argued that if these initiatives are priorities for the district, they should allocate district funds and not use the faculty's PD funds, which are dedicated to supporting faculty-initiated projects. The district has proposed language that would *increase the number of administrators on PD committees and decrease the number of faculty members*. AFT rejected the district's proposal and will continue to fight for improvements in our Professional Development program.

**WE NEED YOUR SUPPORT
TO WIN ON THESE ISSUES!**

**CONTACT YOUR UNION REP TO MAKE
YOUR VOICE HEARD AND GET INVOLVED!**



**SAN MATEO
COMMUNITY COLLEGE
FEDERATION OF TEACHERS**