

Memorandum of Understanding between AFT Local 1493 and the SMCCCD:

Faculty Rights of Free Expression

March 25, 2013

It is the right of faculty members of the District to set forth their views and opinions at the District. The District recognizes that freedom of expression is protected and where a faculty member may raise challenging questions and discuss significant issues.

Regarding faculty offices, faculty shall have an expectation of personal privacy in their offices, and in their personal belongings within their offices; in their desks and file cabinets, and in their computers. Faculty offices are an extension of faculty interests, beliefs, and they are entitled to freedom of expression with their offices.

Faculty shall not be restricted in displaying posters, photographs, art, comics, or similar materials in their offices or private work spaces, immediately outside their offices or work spaces, or on the outside of their office doors or windows, provided such displays are not obscene, libelous or contrary to law.

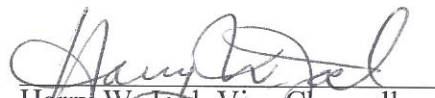
Faculty shall not be restricted in communicating with their Union, other employees, or any other groups of individuals in regard to academic, professional and labor relations matters related to their wages, hours or working conditions, or political or other matters in which they are interested.

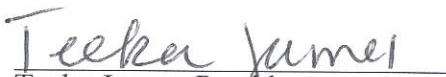
Any disputes on the part of a faculty member and/or the AFT shall be resolved following the grievance procedure as set forth in Article 17, except that this MOU shall not be subject to arbitration. Instead, if the grievant is not satisfied with the disposition of the grievance at Level II, the grievant may appeal the Chancellor's decision to the Board of Trustees within ten (10) working days after the after receipt of the written decision at Level II. The Board of Trustees shall render its decision within twenty (20) working days after receipt of the appeal. The decision of the Board of Trustees shall be final and binding on all parties, except that no rights of the grievant to further legal action shall be abrogated.

For AFT:


Joaquin/Rivera, Chief Negotiator

For the District


Harry W. Joel, Vice Chancellor
Human Resources & Employee Relations


Teeka James, President