

District Response - Article 7- Union Rights

October 9, 2023

7.A No Reprisals

The District rejects AFT's proposal.

Faculty participation in administrator evaluations is defined in Administrative Procedure 3.18. The process of administrator performance evaluations is outside the scope of these negotiations and is delegated by the Board of Trustees to the Chancellor through Board Policy 3.18.

7.D. Meeting and Use of Facilities

3. A Unit member shall not be released from ~~his/her/their~~ District-assigned duties to attend faculty Union meetings except with advance approval of the Director of Employee Relations.
4. Union Meetings – The District agrees to accommodate where possible a Union representative's request to schedule their regular work hours so that ~~he/she is they are~~ able to attend regularly scheduled Union meetings. To facilitate this process, the Union will provide the District with a list of such authorized representatives in advance of each semester as well as a schedule of the regular Union meetings.

7.I. Union Leaves

- 2.3.1. Of ~~his/her/their~~ intention not to return to duty; such notice shall be deemed a resignation.
- 2.3.2. Of ~~his/her/their~~ request for leave extension.

7.J. Information to the Union

5. District will regularly provide the Union on no less than a quarterly basis with its detailed revenue and expenditure forecasts for the current budget year in the General Fund and Categorical Accounts and will meet regularly with AFT 2121 to clarify information. These meetings shall be open to anyone who wishes to attend.

7.M Union/Management Consultation

Add:

- ~~2. Constituency Communication – The Chancellor or designee shall provide regular campus updates to the college community that outline matters of broad impact such as (1) the status of pending/outstanding projects and (2) changes in policy or practice that have emerged from governance bodies such as the board of trustees or academic senates.~~
2. Constituency Communication - If any outstanding college project or changes in policy or practice that have emerged from governance bodies that impact or change any articles of this collective bargaining agreement, either party may request to meet and discuss the impact of such items and how communication to college faculty may occur.