

Chabot-Las Positas Faculty Association (CLPFA)

FACULTY FOCUS

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The Great New Contract

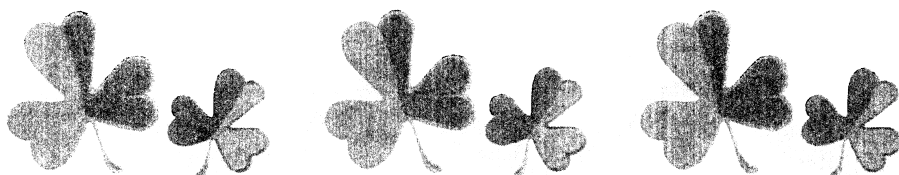
By: Charlotte Lofft

The new Contract is now printed and distributed to all Full -time faculty. Part-time faculty can request a hard copy from me. Either Full-time or Part-time faculty can request a CD from me if you prefer an electronic version to the hard-copy version.

This Contract has been thoroughly re-formatted so that headings are easy to follow and material is easy to find. It has an Index and Appendix, both of which are new for this time.

The most elegant and "high tech" feature of this new Contract is its electronic capabilities. It has a Table of Contents that is hyper-linked to the text, and text sections that are hyper-linked to each other. It has an electronic Index. We have reason to believe that this is the only Contract in the State with these unique features. Thanks to LaVaughn Hart, CIS Professor at LPC, and Chandan Chahal, HR Technician II of the District Office, for making these electronic features happen. Their unique skills in these areas were essential to this process.

The Contract was presented to the Board of Trustees with a demonstration of its electronic capabilities. We are going to get a lot of State-wide exposure for this supremely high-tech workmanship.



Lab Hour Study

By: Charlotte Lofft

The District and FA have agreed to conduct a study of Lab Hour loads district wide. Tom DeWit and Dave Fouquet of Chabot College are going to be conducting a survey of faculty to determine issues related to lab hours. They will be in contact with you soon.

General Membership Meetings 2007-2008

*Chabot College, Room 1906, during
College Hour
TBA*

*Las Positas, Staff Lounge
TBA*



Topics:

Alternate Duty Assignments:
The Impact of the New Contract

Compressed Calendar:
Negotiable Issues

Online Grading and
Census Reports

CLPFA Officers

*Memorandum of Understanding
Online Grading and Attendance
Reporting*

Power Plant Update

Compressed Calendar:
List of Negotiable Effects

Memberships Application

Alternate Duty Assignments: The Impact of the New Contract

By: Charlotte Lofft

Article 10C.3 of the new contract states that Alternate Duty assignments shall be any assignment of duties which are not part of the conventional faculty assignments as instructors, counselors, or librarians. They shall be quantified on the basis of 2.5 weekly contact hours per one (1) CAH. The article goes on to say that alternate duty assignments of four (4) or more CAH per semester shall be made on the basis of:

- a. rotating the opportunity to perform these tasks unless the FA and the District agree to the length of the assignment;
- b. unit members shall enter candidacy for each assignment based upon their application for the position with the appropriate administrator;
- c. the appointment to any assignment shall be through the use of a job description and the normal District selection process for internal appointments.

As a consequence of the above new contract language, the FA and the District will be reviewing all faculty alternate duty assignments of four (4) or more CAH so that the positions may be posted for rotating the opportunity for others to serve. The purpose of this new article is to provide for rotation among faculty who may be interested in certain alternate duty assignments and who never had the chance to participate in them before.

We anticipate that this process will begin shortly and will progress without incident in time for Fall Semester assignments.



Compressed Calendar: Negotiable Issues

By: Charlotte Lofft

Perhaps you have heard about the discussions occurring at each college around the issue of a possible change to the Academic Calendar. Studies are being conducted to see if this District is interested in a compressed calendar, whereby the “semester” terms would be shorter but the workdays would be longer.

All issues of working conditions are mandatory subjects of negotiation, and certainly the calendar is one of them. See page 9 for preliminary list of impact affect issues. The FA is strongly committed to the concept that any change in the existing calendar has to be negotiated. Additionally, all impact issues of a calendar change would have to be negotiated. We expect these impact issues to be negotiated in advance of implementing any new calendar.

The FA is going to conduct a survey of all faculty on this subject of a compressed calendar. The survey should be coming out soon, and we would appreciate your input. We will keep you informed if there are more details to report.

