

# **FA UPDATE** October 3, 2022

Let's just get to it...

## **VOTING TO RATIFY OUR TA — ABOUT TO BEGIN!**

Thanks to everyone who sent feedback; that has resulted in a handful of corrections and clarifications reflected in the final version of the TA, which is now posted at the District website:

<http://districtazure.clpcdd.org/hr/collective-bargaining-agreements.php>

**What happens next:** In the next few hours, currently active FA members will receive an email from us (it will originate from [vote@simplyvoting.com](mailto:vote@simplyvoting.com)) providing **easy** instructions on how to cast your vote. (Really, it will only take a minute. And once you vote, you won't get those pesky reminders that will go out later in the week to FA members who haven't voted.)

Please note: All FA members who received pay in September are automatically registered to vote. If you didn't receive pay in September, but you want to vote, please contact your friendly local membership chair straightaway, and tell them that. The membership chairs are:

- **Chabot:** Jerome Manos ([jmanos@chabotcollege.edu](mailto:jmanos@chabotcollege.edu))
- **Las Positas:** Nadiyah Taylor ([ntaylor@laspositascollege.edu](mailto:ntaylor@laspositascollege.edu))

Sometimes a glitch occurs. If you're a member, but you haven't heard anything from us by the end of the day Tuesday (Oct. 4), say, please contact your membership chair so they can verify your membership status.

We encourage every FA member to cast their vote in this election.

**Voting ends at noon on Tuesday, October 11.**

## **SALARY DEAL PRIMER:**

Just a reminder: our new circular, ***How to Understand the Salary Deal***, is posted on the FA website. You can find it here:

<https://clpcf.files.wordpress.com/2022/09/salary-deal-primer-09-28.pdf>

The document describes how our raise for 2022-23 (part of the TA we're voting on) will work. More to the point, it describes how a raise averaging 11% across all faculty isn't quite the same thing as 11% across-the-board. (But any way you slice it, that's a good raise.)

It also seems worth ringing the bell that a draft salary schedule for FY 2022-23 is included in the TA. Have a look, to see what your new salary will be. Under the assumption that the TA is ratified— (that means you, please vote!)— the District will make every effort to implement the new pay rates in time for your October paycheck. With a couple exceptions, the new salaries are effective Fall 22, and retroactive to the start of the Fall term. (And yes, retro payments will happen, most likely a month or two later.)

## **FACCC ACADEMIC FREEDOM CONFERENCE— FRIDAY, OCT. 7**

**IMPORTANT:** Because we're a FACCC contract district, they're offering **free registrations** to Chabot and Las Positas faculty who'd like to attend the **Academic Freedom Conference** to be held at Berkeley City College this coming Friday, October 7. Instructions on how to register are provided just below the blurb...

## ***Why should you consider going?***

**From Sarah Thompson (the FA's rep to FACCC):** The Faculty Association of California Community Colleges and the Academic Senate of California Community Colleges have come together to cosponsor a very important conference on the **legislative threats to Academic Freedom**. The Recent signing of AB1705 is a key example of how the rights of faculty to determine curriculum and pedagogies are being infringed upon statewide.

The noted keynote speaker, Erwin Chemerinsky, Dean of the UC Berkeley School of Law will anchor the conference with his presentation on the state of Academic Freedom in California.

Please check out the additional conference sessions:

<https://faccc.memberclicks.net/assets/2022%20Academic%20Freedom%20ConferenceS.pdf>

**To get the free registration:** Start at the [event page](#) to the conference. When you register, choose “contract district” when it comes to the registration fee. (Note: The fee shown will actually reflect a 20% discount to the regular fee; but that's not important.) To get the free registration, all you have to do is enter my name (Dave Fouquet) in the “Special Accommodations” field. (You can also put Sarah Thompson's name there. Easier to spell, eh?) As long as you've done that, you can ignore the automatic invoice; FACCC will take care of the registration for you. If you have any trouble registering, let Sarah or me know.

## **Older posting:**

### **"BLACKLINE" VERSION OF OUR TA POSTED (SEPT. 20):**

I am pleased to announce that a "Blackline" version of our new TA is now available for review on the District's website. It can be found here:

<http://districtazure.clpccd.org/hr/collective-bargaining-agreements.php>

(Look for the posting titled "**Faculty Tentative Agreement (2022-2025)**".)

Please note that this Tentative Agreement only contains articles that both sides had opened this cycle. The "Blackline" version shows new language in underline type, and language deleted from the previous version as strikethrough type. An active Table of Contents is provided, that can take you directly to the article of your choice.

Several documents of interest are included at the end of the TA:

- New versions of forms, including forms for Faculty Evaluations;
- Implementation Timeline;
- **Draft Salary Schedule for 2022-23;**
- Appendix XX, for the update of courses approved for Lab Hours B.2 and B.3.

### **REVIEW AND COMMENT PERIOD (Now through October 3)**

The FA wants to hear what you think. If you have feedback concerning the Blackline TA, feel free to share it with any member of the Negotiations Team (listed below). **Important:** We're also asking that you send comments to the FA's feedback line: [clpfa.feedback@gmail.com](mailto:clpfa.feedback@gmail.com). (For example, if you send an email to one of the negotiators, please include [clpfa.feedback@gmail.com](mailto:clpfa.feedback@gmail.com) as an additional recipient.)

### **RATIFICATION PERIOD (October 3-11)**

The TA needs to be ratified by the FA membership before its [enhancements and salary improvements](#) can go into effect. We strongly encourage you to cast your vote. To this end, on or about

October 3, a secure and individualized link to the ratification ballot will be sent to all active FA members who receive a pay warrant (paycheck or Direct Deposit) from the District at the end of September 2022.

**Important:** If you're an active FA member who **doesn't** expect to receive a September pay warrant, please contact your local Membership Chair straightaway, and let them know you'd like to be included in this election. Your Membership Chairs are Nadiyah Taylor (Las Positas), and Jerome Manos (Chabot).

If you're reading this and you're not an FA member, it seems to me that perhaps you **should** become a member. Contact your friendly Membership Chair for more information.

## **APPRECIATION TO THE FA NEGOTIATIONS TEAM**

Contract negotiations are always (*hem*) an endeavor. For the current TA, the FA's Negotiation Team started developing proposals last March, and put in some long hours over the Summer to complete the principal negotiations in time for Convocation. The FA's Negotiations Team this year consists of:

**Tom de Wit** — Chief Negotiator

**Dave Fouquet** — FA President

**Jeff Drouin** — FA Vice President (Chabot)

**Tom Orf** — FA Vice President (Las Positas)

**Heike Gecox** — FA Grievance Officer (Las Positas)

**Vicky Austin** — FA Part-time Rep (Las Positas)

**Monique Williams** — FA Negotiator (Chabot)

**Rafael Valle** — FA Negotiator (Las Positas)

Again, look for more information about the ratification vote on or about October 3.

Onward,

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**Dave Fouquet**