Negotiations between your AFT 6157 Bargaining Team and the District have ground to a halt over financial issues. Your bargaining team is hoping to resume productive financial discussions with the District on March 16th.

**Tentative Agreement on a few items:**
- Paid Parental Leave will be part of a new article in the contract.
- The dates that grades are due at the end of a term will not be arbitrary. Fall semester grades shall be submitted no later than the 5th working day of intersession. All other grades are due no later than the Friday of the week following the end of the semester/session.
- Work experience assignments will remain as specified under the current contract instead of being shifted to “expert” faculty.
- SRP assignments are formally defined by load (nothing changes).

**AFT 6157 is still working on the following:**
- Union is willing to move to a Health Benefit Joint Powers Agreement (JPA). The formal process can begin after this contract has been settled and approved. Being in a JPA should limit the increases in the costs associated with health care for faculty and all other District employees who receive these benefits.
- The Union and District would like to explore and research the possibility of a golden handshake for May of 2018.
- Your negotiating team is holding as firm to the following language in the contract: Office hours, for full-time faculty, are to be scheduled on class meeting days, full-time faculty members shall schedule one office hour for each 20% of an instructional load, and they shall be scheduled in increments of 25 minutes.
- We have agreed to language that would add the requirement that the time and place for office hours shall be listed on course syllabi.
- But we have not agreed to any other proposals for additional office hour language; District wants us to add that faculty can’t use office hours for committee work (we all know that).
- The team is resisting the District’s suggestion that the union resolve class scheduling conflicts when class schedules are being made in departments.

**District will not agree:**
- To give increase in salary for both Full-time and Adjunct Faculty
- Pay for Adjunct Faculty for Committee Work
- Pay for increased office hours for Adjunct Faculty. This is a student success issue.
- Improved Health benefits for Adjunct Faculty
- Improve Lecture Lab/Parity for more of our faculty
• Ensure that SRP adjunct faculty get allocated maximal available load over 33% - 40% before non-SRP adjuncts are offered their load

$$$$$$

The District has not agreed to any salary increases for Faculty. Their position is that they have spent all of this year’s 6.49% increase to our Fund 10 budget from local property taxes. REALLY???

NOT FAIR. Because STRS is increasing individual contributions again, no raise means faculty will actually be suffering a pay cut. State mandated increases in CAL STRS retirement contributions have gone from 8% in 2013-2014; to 8.15% in 2014-2015; 9.20% in 2015-2016 to 10.25% in 2016-2017. Altogether a 2.25% increase over 4 years. That is a big hit for our faculty. Other district employees are members of CAL PERS and their contribution costs have not increased.

What’s next?
SJECCD received over $30 million above the state apportionment based on full time students. That is, our district has more money now than ever. We will meet again to let the administration know that there is a 17% budget surplus, and remind them that District is well prepared for any downturn. We acknowledge that our medical benefits are high, and we will move to a new plan with comparable benefits; but not until there is money released for adequate raises to live in the South Bay.

To paraphrase you know who, next week should be HUGE! Stay tuned for news.

In solidarity,
Jory, Barbara, Randy, Fabio, and Mark