Council of Division Representatives Meeting
4/28/17
Notes prepared by Lorena Mata

Writing Articles for our Newsletter
- Sravani Banerjee: March 2018
- Randy Pratt: September 2017 (Topic: Sick Leave)
- Jory Segal: September 2017 (Topic: Retiree)
- Garry Johnson: October 2017
- Jonathon Cronan-October 2017

Negotiations Reopener
- Medical benefit costs have increased dramatically. Our district continues to have the best medical plan
- Looking into joining Self-Insured Schools of California (SISC) a Joint Powers Authority (JPA). AFT is looking into joining as part of contract negotiations.
- Information meetings regarding the negotiations reopener will take place in the fall
- District has proposed a 10 Step to the Adjunct Faculty salary schedule if faculty agree to a 25 hour Non-Credit loading (We currently have a 15 hour lecture and a 20 hour lab). This is not good and we will be mobilizing.

Call to Action
- AFT is encouraging faculty to attend the upcoming board meeting on Tuesday, 5/9/17 to protest the Non-Credit workload.
- The Chancellor wants to create a 3-tier system for Non-Credit courses. We currently have a 2 tier: lecture (15 hours) and lab (20 hours). The Non-Credit program does not pay for salaries > Fund 10 pays for it.
- According to a recent email from Barbara Hanfling: “We are being held hostage on our well-deserved pay increase by the District trying to create a second tier of faculty similar to what they did when they took away retiree medical benefits from faculty hired after 1982.”
- As stated by our union officers: “The District has proposed that we go back on our agreement from last year on paying and loading non-credit the same as Credit faculty; in exchange for giving our adjunct faculty a step 10 increase. How can they take the most vulnerable students and the most vulnerable and underpaid adjunct faculty and pit them against each other.”

Due Dates for Grades
- A&R no longer controls due dates for grades—will be in the contract.

Parental Leave for Men & Women – AB2393
- AB2393 renames “maternity and paternity leave” to “parental leave.”
- Employees with one year of service are entitled to a 12-week “parental leave” period per year
• Once sick pay is exhausted, faculty would receive “differential pay”

**Talks of a Golden Handshake are in the air**
- If it happens, you get 2 years’ service credit
- Cannot teach here for 5 years, but can teach with any other district

**SRP**
- New SRP Language – still working on it.

**Sick Leave Settlement**
- Sick Leave: District is correcting the errors for the under accrual of full time instructional faculty overload sick leave. They are going as far back at 2005 to make the corrections.

**Listening Campaign**
- We are the union, and we need to hear what people have to say
- Union Division reps to take packets and interview faculty
- To be completed before the end of the semester

**Know Your Rights**
- **Professional Recognition Salary Increments** – Steps 14, 17 & 19. To determine if you are eligible, contact Elvira Valderrama in Human Resources. You may start the process as early as Step 11: [http://www.sjeccd.edu/AdministrativeServices/Documents/Step%20Advancement.pdf](http://www.sjeccd.edu/AdministrativeServices/Documents/Step%20Advancement.pdf)

- Nursing Labs – Question regarding why Nursing Labs are not like Science Labs was brought up. Barbara will talk to the nurses and discuss this issue. The Nursing Dept. would like to get the Clinical Experience into the contract.

**Announcements**
- Silicon Valley May Day Rally is Monday, 5/1/17 from 1pm-6pm. Be there between 1:30-2:00pm
- Barbara Hanfling will be on a personal sabbatical June/July/August

**Meeting adjourned.**