

FARSCCD FACTS

Faculty Union Newsletter

www.farsccd.org

farsccd@gmail.com

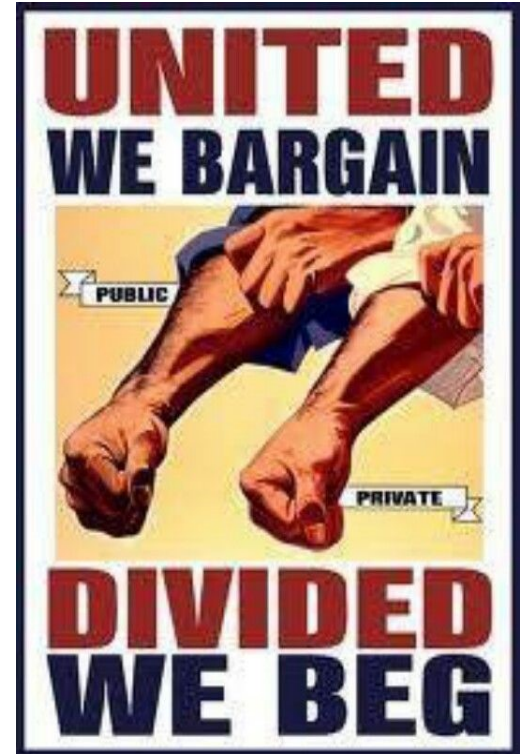
SEPTEMBER 2017

NEGOTIATIONS

Last week your FARSCCD negotiations team met with the District's team. The District's team has had some recent changes. Attorney Melanie Chaney, Esq. is now the District's Chief Negotiator. Other members of their team are Alistair Winter and Judy Chitlik. Ms. Chaney is a partner in the Liebert, Cassidy and Whitmore law firm. She worked with the District last year when we went through mediation. Mr. Winter is currently the Assistant Vice Chancellor of Human Resources. Previously he was RSCCD's Chief of Safety and Security. Ms. Chitlik is currently the interim Vice Chancellor of Human Resources. We have been informed that she will be retiring in 2018.

FARSCCD is represented at the table by Narges Rabii-Rakin, Morrie Barembaum, Kristen Guzman and FARSCCD attorney, Marianne Reinhold, Esq. We hope to begin negotiations on the next Collective Bargaining Agreement (CBA) very soon and address the proposal the District has provided which include the increased working hours for all faculty. If this is of concern to you, we urge you to attend the Board of Trustees meeting on **Monday September 11, 2017 at 4:30 PM** at the District Office. Wear your black shirt and join us.

Please email us at farsccd@gmail.com if we do not have your personal e-mail address.



THE NEXT BOARD MEETING

**IS ON MONDAY
SEPTEMBER 11, 2017
@ 4:30 PM AT THE
DISTRICT OFFICE**

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Just a Few Reasons to Thank a Union

1. Unions Gave Us The Weekend Paid vacation
2. Unions Gave Us Fair Wages And Relative Income Equality
3. Unions Helped End Child Labor Sick leave
4. Unions Won Widespread Employer-Based Health Coverage
5. Unions Spearheaded The Fight For The Family And Medical Leave Act
6. Social Security and Minimum wage
7. Civil Rights Act/Title VII - prohibits employer discrimination
8. Occupational Safety & Health Act (OSHA)
9. Pensions
10. Wrongful termination laws
11. Age Discrimination in Employment Act of 1967 (ADEA)
12. Whistleblower protection laws
13. Employee Polygraph Protection Act (EPPA) - prohibits employers from using a lie detector test on an employee
14. Compensation increases and evaluations (i.e. raises)
15. Sexual harassment laws
16. Americans With Disabilities Act (ADA)
17. Employer dental, life, and vision insurance
18. Privacy rights
19. Pregnancy and parental leave
20. Military leave
21. The right to strike
22. Public education for children
23. Equal Pay Acts of 1963 & 2011 - requires employers to pay men and women equally for the same amount of work

BLACKBOARD TO CANVAS CONVERSION

Last week, your FARSCCD negotiations team met with the District team to discuss a memorandum of understanding (MOU) regarding the transition from the Blackboard learning management system (LMS) to the Canvas LMS.

The transition to Canvas is the result of an agreement between *Instructure* (the company that owns Canvas) and the California Community Colleges. Instructure allows community colleges to use Canvas for free for a period of time. Thus, by moving RSCCD away from Blackboard and to Canvas, the District saves money. The cost of Blackboard is reportedly \$250,000 annually.

The Academic Senate for California Community Colleges adopted resolution number 11.01 in Spring 2017 that states:

Resolved, That the Academic Senate for California Community Colleges strongly urge local senates to advocate to their administration that monetary savings resulting directly from the adoption of Canvas be utilized to fund faculty professional development and other support, as well as the ongoing maintenance, improvement, and necessary technology infrastructure, including personnel, for quality distance education programs.

The intent of the MOU that FARSCCD is negotiating is to utilize the ongoing savings from Canvas to compensate those faculty already teaching online classes to transfer their courses to the Canvas LMS.

FARSCCD ADVISORY COMMITTEE

The next FARSCCD Advisory Committee will be on:

Thursday, September 28 at 5 pm at SCC and on Friday, September 29 at 9 am at SAC.

If you are interested in the meeting agenda items and wish to attend, please provide us with your personal email address if you have not done so already. Please contact us at FARSCCD@gmail.com.

YOUR RIGHT TO UNION REPRESENTATION

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my steward or union officer be present at the meeting. Without representation, I choose not to answer any questions.”

1975 US Supreme Court Case. The Weingarten

The FARSCCD Executive Board - How can we help you?



NARGES
RABII-RAKIN
714-628-4940



MARK SMITH
714-628-4959



JIM ISBELL
714-564-6520



KRISTEN GUZMAN
714-564-6545



MORRIE BAREMBAUM
714-628-4895



BARRY RESNICK
714-628-4810

Mary Castellanos
714-564-6124

Julia Vercelli
714-241-5783



KELVIN LEEDS
714-564-6737

