

FARSCCD FACTS

Faculty Union Newsletter

February 2018

CTA AM I COVERED?

Now that FARSCCD is an official chapter of CTA there have been many questions. The most frequently asked question by faculty concerns legal representation.

If you have already submitted an application your dues will be deducted beginning sometime in February and you will be protected through the legal resources of CTA, if necessary.

If you have not completed an application, unfortunately CTA will not be able to provide legal assistance and you will be on your own if you have an issue related to anything dealing with your work in our District.

Some faculty have asked if they can wait and join CTA if they find themselves faced with an issue that may require legal consultation. Coverage through CTA's legal resources works very much like auto insurance. If you have not submitted an application and wait until assistance is needed, CTA will not be able to help. However, if you have submitted an application for membership with CTA prior to any incident that may arise, you will be able to seek assistance through CTA's legal counsel. **Currently our FARSCCD/CTA attorney is representing a half-dozen tenured and non-tenured faculty fighting charges brought by the District that could result in termination. No one is immune. We urge you to apply for CTA membership to protect yourself.**

We encourage all full-time and part-time faculty to complete an application as soon as possible. If you are a part-time faculty member and belong to CTA at another District, your dues will only be \$15 per month. Please indicate at the top of your application the other District (s) that you are employed. Part-time dues are \$35 per month; full-time dues are \$135 monthly.

Applications for membership can be found at www.farsccd.org

Bargaining Update

Salary/9th Place Ranking Adjustment and Workload:

At this point we have not yet had a bargaining session on this specific section of the contract nor on workload.

We have filed a grievance which was denied by the head of HR and the Chancellor requesting that the District maintain the status quo and pay the faculty their 9th place ranking adjustment of 3.5% effective July 1, 2017.

An unfair labor practice was filed against the District following the denial of the grievance.

In the seven months faculty have been waiting for the 9th place ranking adjustment, the Chancellor has received two salary increases. In the past 12 months he has received four salary increases totaling 13.5%. The District should treat all employees equitably.

Tenure Review Process:

Both FARSCCD and the District have exchanged proposals. FARSCCD had proposed to include a more detailed TRC and ITRC plan to increase the consistency and continuity of the tenure review processes at both campuses. The District wants more evaluation for online classes.

Academic Calendars 2018/2019 and 2019/2020:

Both FARSCCD and the District have agreed upon the academic year calendars for both 2018/2019 and 2019/2020.

CANVAS Migration:

The FARSCCD proposal to provide a stipend for those faculty converting to Canvas was rejected by the District based on what they claimed was a lack of funding and on principal.

Department Chair Evaluation:

The District is proposing to evaluate the performance of all department chairs by their deans (or supervising administrator).

Distance Education/Online Class Evaluation:

Both FARSCCD and the District have proposed how faculty who teach online classes should be evaluated. We are currently negotiating the criteria for online evaluation and the forms to be used for those evaluations district-wide.

BOARD OF TRUSTEE MEETINGS

The following are the Spring 2018 Board Meetings. Please come to a meeting, support the union and bring a friend. Don't forget to wear your FARSCCD T-Shirt. We need your presence and support.

Mondays at 4:30 pm at the District Office

February 5 February 26

March 12 March 26

April 9 April 23

May 14

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

The FARSCCD Executive Board - How can we help you?



MARK SMITH
714-628-4959



BARRY RESNICK
714-628-4810



JIM ISBELL
714-564-6520



MORRIE BAREMBAUM
714-628-4895



KRISTEN GUZMAN
714-564-6545



KELVIN LEEDS
714-564-6737

MARY CASTELLANOS
714-564-6124

JULIA VERECCELLI
714-241-5783

