FA UPDATE September 29, 2022

Some quick reminders from your Faculty Association...

VOTING TO RATIFY OUR TA STARTS MONDAY

Just a reminder that we're still in the review and comment period for the Tentative Agreement (TA) for our 2022-25 Collective Bargaining Agreement. For more information on how to comment on the TA, and how the voting will work for FA members, refer to the announcement from Sept. 20 included in this message. Please note: the voting period for ratification will run from Monday, Oct. 3, until **noon** on Tuesday, Oct. 11.

   The TA is posted at the District's HR website, the link to which you can find in the original message (Sept. 20) below. The TA is also posted on the FA website: clpfa.com.

Perhaps more importantly, we've posted a new circular, ***How to Understand the Salary Deal***, which you can find here:
https://clpcfa.files.wordpress.com/2022/09/salary-deal-primer-09-28.pdf

A key point: our raise for 2022-23 (part of the TA we're voting on) is structured a little differently from how we typically get a raise. We've been describing it as "averaging 11% across all faculty"— which admittedly is a lot to wrap your brain around. Hence, the circular to run through how it works. (BTW, the raise for 2023-24 is set at 4%, and the raise for 2024-25 is "at least" 2%. Any way you slice it, a contract that calls for an average raise of **17% or more, over three years,** is an *excellent deal* as far as these things go.)

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

If you're not a member, becoming a member is the best way to support the work of the FA.
   To join, contact your friendly membership chair. They are:
   — **Chabot:** Jerome Manos (jmanos@chabotcollege.edu)
   — **Las Positas:** Nadiyah Taylor (ntaylor@laspositascollege.edu)

FACCC ACADEMIC FREEDOM CONFERENCE— FRIDAY, OCT. 7

As a thank you to CLPFA members for being in a FACCC contract district, they are offering **free registrations** to Chabot and Las Positas faculty who would like to attend the **Academic Freedom Conference** to be held at Berkeley City College on Friday, October 7. (See directly below for information on how to register.) The keynote speaker is Erwin Chemerinsky, Dean of the UC Berkeley School of Law. The conference will feature other great sessions that will be published soon; my understanding is that a topic of some discussion will be Academic Freedom in the wake of AB 1705. AB 1705 is a follow-up bill to AB 705 which, if signed, will constrict our colleges' ability to offer developmental classes.

Here is the [event page](#) to the conference.

When you register, choose "contract district" when it comes to the registration fee. (Note: The fee will likely reflect a 20% discount to the regular fee.) To get the free registration, write my name (Dave Fouquet) in the "Special Accommodations" section. As long as you've done that, you can ignore the automatic invoice; FACCC will take care of the registration for you.

"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. (For example, if you send an email to one of the negotiators, please include 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,
  --d
Dave Fouquet
President, Chabot-Las Positas Faculty Association