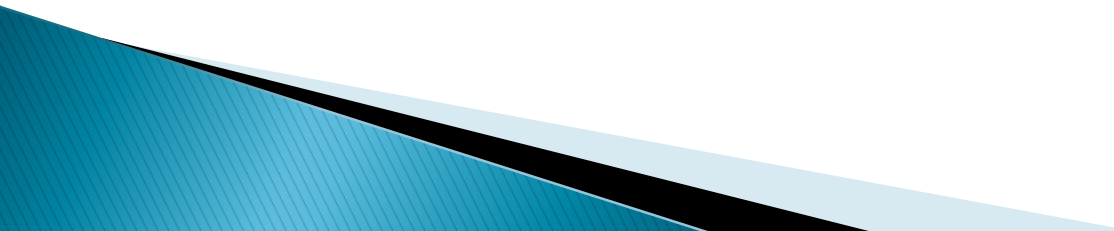


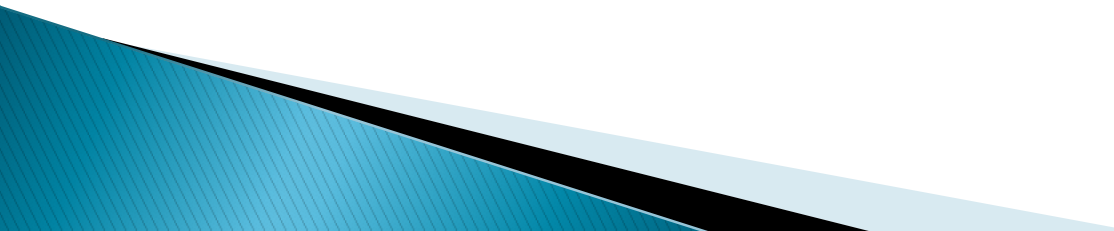
# Negotiations Update

May 12, 2017  
Spring All-Faculty Meeting  
AFT Seattle Local 1789


# 15 months of bargaining

- ▶ March 2016, we began with a semi-interest-based approach
  - ▶ Good discussions about important topics
  - ▶ Four Pillars became our main theme
  - ▶ Progress was made on non-monetary items
  - ▶ One-day walkout was held to protest “\$1 million and not one penny more!” (Nov.)
  - ▶ Mediation began the day after the walkout
  - ▶ Finally saw movement from admin recently
- 

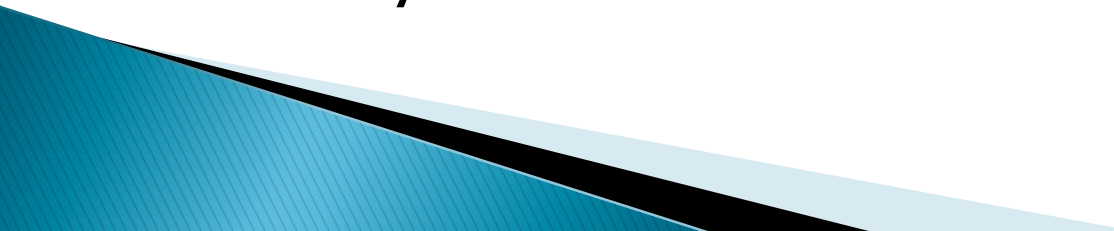
# Thanks to all of you activists

- ▶ You spoke to the Board of Trustees
  - ▶ You wrote cards and emails to the Chancellor and BOT
  - ▶ You picketed
  - ▶ You walked out for a day or joined the activities when they could
  - ▶ You observed bargaining sessions
  - ▶ You answered surveys and sent in ideas
  - ▶ You were visible and vocal
- 

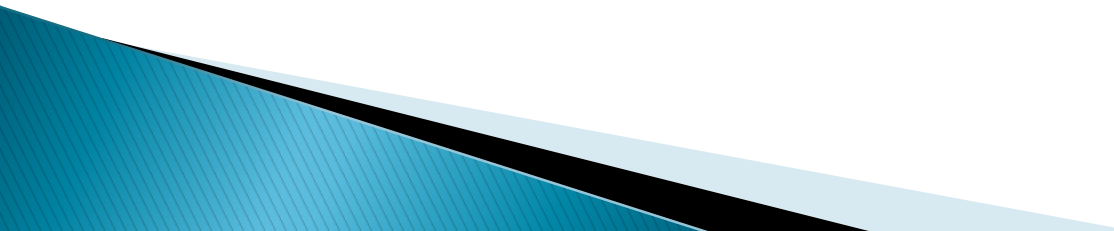
# The two sides are close!

- ▶ The four pillars are considered a package. Parts of the package are essentially settled. Agreement on all of the parts is necessary to wrap up bargaining.
  - ▶ We don't yet have agreement on:
    - Amount of increments from local funds
    - Workload adjustments
    - The number of new FT positions
    - Salary enhancements for earning a degree or other kind of terminal certification
    - Timing of increase for One-to-one music lessons
    - Payment to part-timers for Development Day or related work
- 

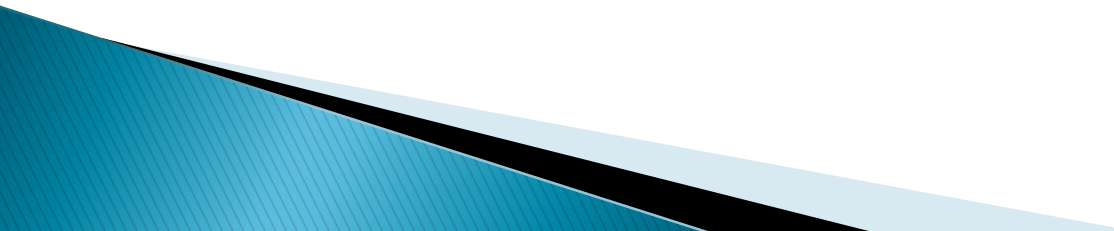
# The Big Challenges

- ▶ The District's current financial situation
  - ▶ Mind set & fear about changing the way we do business
  - ▶ Reluctance to commit to finding money for changes in the second or third year of our new contract
  - ▶ Push back from other employee groups if they feel our deal harms them
  - ▶ Selling a deal that falls far short of what our faculty deserve
- 


# Challenges for the AFT Team

- ▶ Deciding what increment increases are fair for both Full-time and Part-time faculty
    - Full-time faculty salaries are poor
    - Part-time faculty are underpaid, underemployed, contingent, and challenged by their working conditions
  - ▶ Keeping balance:
    - Diversity and Inclusion Initiative
    - Improved working conditions for current faculty
    - Meaningful progress on workload equity, but not for all who teach more than 15 hours per week
- 

# Tentative Tentative Agreements


- ▶ Newly-hired faculty may request union representation for initial salary placement
  - ▶ Stronger language to require bargaining salary changes when the opportunity arises
  - ▶ Change in compensation for cancelled classes, shorter time period, same pay to all affected (dis-incentivize cancellations)
  - ▶ Creation of three committees:
    - Faculty Diversity & Inclusion Committee
    - District Shared Governance Committee
    - Instructional Innovation Committee
- 

# TTAs continued

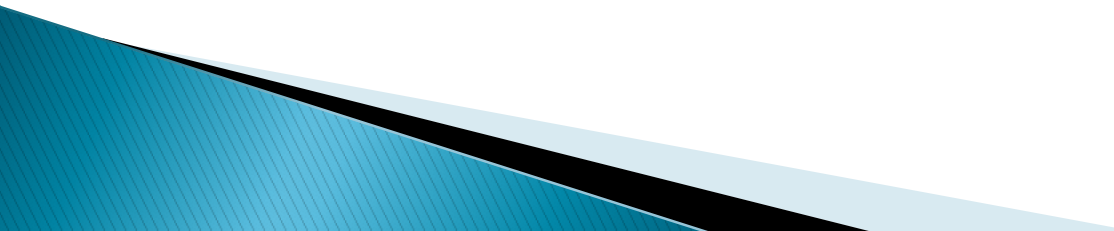
- ▶ Definitions for Clustered & Combined classes
  - ▶ Annual hiring plan required, consider diversity, barriers to employment, for RIF
  - ▶ Faculty will comprise majority of search committees for UA's, with clarification that other employees may have a vote, too
  - ▶ Regular review of the Unit List and Seniority List for FT faculty
  - ▶ Progressive Discipline stated more clearly
  - ▶ Remove Appendix E language—not relevant
- 



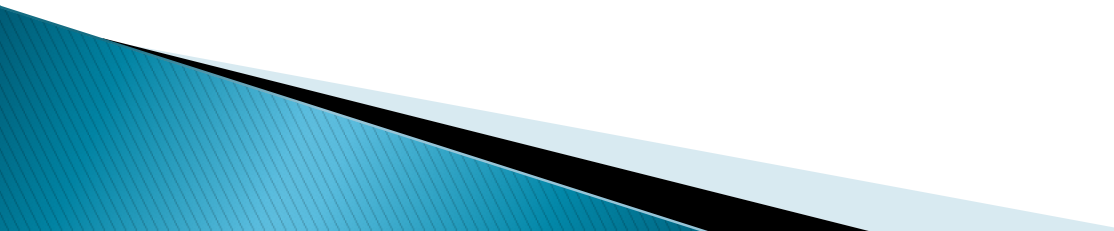
# Agreement in Principle

- ▶ All work needs to be paid
  - ▶ Summer rotation procedures should be somewhat standardized
  - ▶ Moonlight limits should be standardized
  - ▶ Core faculty in IEP's should have seniority & transfer rights, & sabbatical opportunities
  - ▶ Workload equity has a cost, and it's time to commit to paying for it
  - ▶ Clarification is needed on student complaints process & formal non-student complaints
- 

# Continued

- ▶ One Development Day per quarter will take the place of an instructional day. All faculty will be invited to participate. No change in salary for those on contract. Additional pay for part-time faculty. AFT wants all PT faculty to receive the additional pay, whether they attend DD or do alternative work
  - ▶ The day will be scheduled District-wide
  - ▶ Faculty will have significant input
- 

# Planning Non-Instructional Duties

- ▶ Full-time faculty will plan their instructional duties in Spring quarter at Dev. Day for the upcoming academic year
  - ▶ If duties beyond the plan are required, additional pay will be needed
  - ▶ FT faculty will be better able to control workload creep, unpaid requests for additional work, impact of new initiatives that are not collaboratively adopted
- 

# What's next

- ▶ One more scheduled nego. session on May 25
- ▶ If we can accept the offer:
  - Presentations across the District to the faculty
  - Ratification vote via electronic balloting completed before June 16
- ▶ If we don't get an offer we can accept:
  - ▶ Continue bargaining?
  - ▶ Take ratification vote and see the results?
  - ▶ See if Admin. declares impasse?

# If the Faculty vote no--

- ▶ You are saying that you are ready to go on strike, or
  - ▶ You are saying that you want us to start all over again, or
  - ▶ You will accept the continuation of our current contract for the time being, or
  - ▶ You are willing to lose the offer local funds that expires on June 30.
  - ▶ ?????
- 