

AFT Seattle Negotiations Talking Points:

Workload INequity

The Problem?

- If you teach Spanish to an English speaker, the full-time workload is 15 hours; if you teach English to a Spanish speaker, the workload is 20 hours; if you teach English to a Spanish speaker at SVI, it's 25 hours!
- In the Puget Sound Region, all community colleges except Seattle and Everett have a 15 hour load (Everett's is 18.)
- If you teach in most professional/technical programs, the full-time workload is 20 – 25 hours/week.
- If you teach a science lab, the full-time workload is 18-20 hours a week.
- In addition to the injustice of this, faculty with these higher workloads can't participate in non-instructional work as fully; when they do, they are volunteering their time.
- Students have less access to their teachers, and it's clear that teacher-student engagement significantly impact student success.

The Solution?

- Last negotiations a task force was set up to study the issue and find a solution.
- One recommendation was for the district to do a fiscal analysis of a pilot program in Basic and Transitional Studies. This did not happen.
- AFT Seattle's proposal is to incrementally reduce the load in Basic and Transitional Studies and for some courses at SVI (those comparable to academic/transfer courses at South, Central and North)

The Obstacle?

- SCCD initially rejected the proposal in its entirety; now they're willing to discuss.
- It will be costly to create workload equity; that's why we're approaching it incrementally.

WHAT CAN YOU DO?

1. Share this information with your dean.
2. Sign up to observe negotiations and show up to support the team when asked.