

Part-Time Faculty Association of Allan Hancock College

California Federation of Teachers Local 6185
426 E. Barcellus Avenue, Suite 103
Santa Maria, CA 93454
Phone: 805.352.0145
www.pfaofahc.com

To: Ruben Ramirez, Human Resources Director

From: Mark James Miller, President, Part-Time Faculty Association of Allan Hancock College

Subject: 2022-2023 Contract Negotiations

Date: Nov. 4, 2022

Dear Mr. Ramirez,

The Collective Bargaining Agreement between CFT Local 6185 and the Allan Hancock Community College District expires on June 30, 2023. CFT Local 6185 would like to “Sunshine” the following articles of the Agreement with the Board of Trustees for a new 3 year Collective Bargaining Agreement.

CFT/Local 6185/Part-Time Faculty Association has an interest in negotiating the following articles:

Article 9: Leaves of Absence: The PFA has an interest in increasing the amount of sick leave members are eligible for from 1 hour for every 16 hours work to 1 hour for every 15 hours worked.

Article 11: Compensation: The PFA’s stated goal is to achieve parity in compensation with the average compensation paid to community college instructors in the state of California and those colleges in closest proximity to Allan Hancock College. The PFA also has an interest in enhancing the salary schedule step and column for its bargaining unit members. The PFA further has an interest in clarifying the language concerning professional development in Article 11.6.

Article 12: Workload and Assignments: The PFA has an interest in clarifying the language in Article 12.15 regarding professional development; i.e., that bargaining unit members receive 2 hours of professional development for each semester length class or its equivalent up to a maximum of six hours per semester. The PFA has an additional interest in clarifying the language in Article 12.16 regarding non-compensated meetings or activities. The PFA further has an interest in improving seniority rights for Non-

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credit instructors. The PFA has an interest in securing a standard process of how bargaining unit members are scheduled across all departments and disciplines. The PFA has an interest in adjusting the stipend paid in 12.13 “Credit Lecture Size” to reflect the same amounts paid to full-time faculty for teaching the same number of students.

Article 13: Performance evaluations: The PFA has an interest in clarifying and improving the language relating to performance evaluations in order to make the process as fair and consistent for all bargaining unit members.

Article 14: Office Hours: The PFA has an interest in improving the pay for those holding office hours, and in clarifying the language of how many weeks office hours are held. The PFA has an interest in securing office hours for certain Community Education and Noncredit classes.

Article 15: Councils and Committees: The PFA has an interest in improving and clarifying the language in Article 15.2 regarding how the Professional Development funds are used and distributed.

Article 22: Parking permits. Some changes may be needed to reflect the new technology.

Article 23: Health benefits. The PFA has an interest in bargaining health benefits for its members reflecting the \$200 million set aside in the state budget for this purpose.

Article 24: The PFA has an interest in addressing the needs of its members in terms of the ever-changing workplace/classroom technology that is necessary for successful instruction.

Other: The PFA and the administration have agreed that there are typographical and spelling errors in the body of the CBA that need to be corrected. Also, all references to “Associate Faculty” need to be deleted, as well as other “cleanup” that needs to be done. The PFA further has an interest in defining and clarifying the duties of bargaining unit members who are listed as “coordinators.”

And any and all other articles listed in the table of contents.

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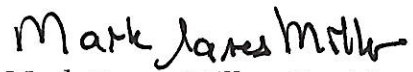
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Thank you for your assistance in this matter.

Sincerely,



Mark James Miller, President, Part-Time Faculty Association of Allan Hancock College,

CFT Local 6185