

Background

It is recommended the Board of Trustees conduct a Public Hearing at the January 13, 2025, board meeting to commence contract negotiations between the El Camino Community College District and the El Camino College Federation of Teachers, Local 1388, AFT, AFL-CIO. The following is a list of articles submitted by the District.

GLOBAL

The District intends to collectively bargain its interests in bringing the appropriate dates of the agreement current, correcting grammatical and numbering errors, reformatting the numbering, bringing dates current, eliminating expired sections, and replacing or removing outdated terms.

The District also intends to discuss its interest in incorporating language from applicable prior MOUs and agreements.

ARTICLE 3 - RIGHTS OF THE FEDERATION

The District intends to collectively bargain its interests in bringing the language in this Article consistent with legal requirements following the Janus decision and to clarify the respective obligations of the parties with regard to unit member dues, employee information, release time, and new employee orientation.

ARTICLE 4 - INTRACOLLEGIATE RELATIONS

The District intends to collectively bargain its interests in clarifying this Article and bringing it current with regard to references to operative documents.

ARTICLE 5 - ACADEMIC FREEDOM AND RESPONSIBILITY

The District intends to collectively bargain its interests in bringing this language into conformance with the District's board policies and procedures.

ARTICLE 6 - CLASSIFICATION OF FACULTY MEMBERS

The District intends to collectively bargain its interests in language to bring this article into conformance with the Education Code and other legal provisions with regard to the classification of faculty members, faculty service areas, the use and obligations of temporary full-time faculty, and the transfer of faculty members.

ARTICLE 8 - HOURS AND WORKING CONDITIONS

The District intends to collectively bargain its interests in language to clarify the faculty obligations to reflect a 16-week schedule, clarifying the professional obligations of faculty, the scheduling and posting of office hours, non-student contact hours for non-instructional faculty, the mileage reimbursement for dual enrollment assignments, incorporating language from Appendix B regarding instructor teaching load, eliminating the reference to obsolete committees and WSCH objectives, the posting of course caps, the transfer of faculty members, the removal of part-time faculty from the RPL, and bringing this article into conformance with the Education Code regarding the District's obligations towards part-time faculty members.

ARTICLE 9 - WINTER AND SUMMER SESSION ASSIGNMENTS

The District intends to collectively bargain its interests in language regarding the assignment of library faculty.

ARTICLE 10 – COMPENSATION

The District intends to collectively bargain its interests that relate to economic issues in a total compensation approach that allows it to maintain appropriate operations and attract and retain qualified personnel in a fiscally prudent manner. The District also intends to collectively bargain its interests regarding parity pay and office hours for part-time faculty, adding duties that receive reassigned time, address issues regarding compensation for disability specialists and learning disability specialists, and the maximum number of work experience students, large class size limits, calculation dates, and compensation.

ARTICLE 11 - PAID LEAVES

The District intends to collectively bargain its interests in language to bring this article into legal compliance with regard to the bereavement leave and reproductive loss leave, pregnancy and maternity and baby bonding leave, the designation of immediate family members, and personal necessity days.

ARTICLE 13 - VACATIONS

The District intends to collectively bargain its interests in language to bring this article into conformance with the requirements of LACOE.

ARTICLE 15 - HOLIDAYS

The District intends to collectively bargain its interests in language to bring the list of observed holidays current.

ARTICLE 17 - INSURANCE BENEFITS

The District intends to collectively bargain its interests that relate to health care benefits and economic issues in a total compensation approach that allows it to maintain appropriate operations and attract and retain qualified personnel in a fiscally prudent manner.

ARTICLE 18 - PRE-RETIREMENT PROGRAM

The District intends to collectively bargain its interests to bring this article into conformance with the requirements of CalSTRS and CalPERS with regard to the reduced workload program.

ARTICLE 20 - PROCEDURES FOR FACULTY EVALUATION

The District intends to collectively bargain its interests in language regarding the timing of required follow up evaluations, clarify obligations regarding the aspects of evaluations that are subject to grievance, review and update evaluation tools, and address issues related to non-instructional faculty that are not currently addressed in existing templates

ARTICLE 21 - GENERAL PROVISIONS

The District intends to collectively bargain its interests in language to bring this article into legal compliance with regard to tuberculosis examinations.

ARTICLE 22 - GRIEVANCE PROCEDURES

The District intends to collectively bargain its interests in language to clarify the grievance procedures and bring them into conformance with industry standards and norms, as well as to define the parameters of the arbitration process.

ARTICLE 24 - INSTRUCTIONAL TECHNOLOGY

The District intends to collectively bargain its interests in language to bring this article current to reflect District practices and technology and address outdated committees.

ARTICLE 25 - AGREEMENT CONDITIONS AND DURATION

The District intends to collectively bargain its interests in language to bring this article current and to update the respective obligations of the parties.

The District intends to collectively bargain its interests to update the appendices of the CBA in conformance with the agreements reached during negotiations.

The District also reserves the right to introduce new subjects of bargaining as issues arise during the course of negotiations, as permitted under the EERA.