



# PASADENA CITY COLLEGE FACULTY ASSOCIATION

## SUNSHINE PROPOSAL 2022-2023 ACADEMIC YEAR

### **Initial Proposal**

The Pasadena City College Faculty Association (PCCFA) hereby provides detailed notice of its proposals to the District for these successor negotiations. PCCFA reserves its right to later notice additional subjects for bargaining. PCCFA intends to negotiate the following:

PCCFA intends on negotiating over the following mandatory subjects of bargaining and contract articles:

- a. Article 2: District and Association Rights. The Association will propose to include dues deductions to reflect current practices and legal updates
- b. Article 3. Term and Renegotiation. Provide negotiated length of contract as allowed by EERA.
- c. Article 4: Fringe Benefits. Obtain a Retirement incentive (SERP) and secure part-time faculty health insurance benefits
- d. Article 5: Working conditions. Association will submit proposals for non-credit hour composition. As well the association intends to negotiate conference hours across all educational platforms. Increase part time office hours. Scheduling of online and face to face classes and class cancellations. Clarifying language on intersession scheduling.
- e. Article 6: Leaves particularly paid parental leave.
- f. Article 7: Evaluation Procedures. Proposals to increase clarity and uniformity in process and personnel across all platforms. Equity in part time evaluations
- g. Article 12: Salary Schedules. The association intends to propose a fair and reasonable on-schedule salary increase across all schedules, reflective of the regional increased cost of living, our cohort of similar college districts, and district's current financial stability. The Association also intends to propose items related to adjunct parity and noncredit adjunct pay parity.
- h. Article 9: Appeals process for FSA's.
- i. Article 12: Specifically, 12.6 salary advancement language
- j. Article 16: Distance ed evaluations and issues regarding recertification, academic freedom, privacy, and security. Non instructional access to DE modality. Online office hours.



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- k. Article 18: Adjunct Rehire Rights. To clarify the article in terms of number of classes for priority and seniority dates and ensure compliance with the Education Code and best practices. Rehire rights for intersessions. Minimum assignments of noncredit faculty.

In addition, it is the intent of PCCFA to negotiate the following additional areas:

- a. Lab/ lecture Parity. To include the pay ratio for lab and lecture hours across disciplines
- b. Investigations and discipline. A proposal for investigations and potential discipline of unit members to enshrine due process for respondents and fair investigation practices for unit member complainants, respondents, and witnesses, and which is consistent with the Education Code and external law. The proposal also will reflect the numerous recent PERB and PERB ALJ decisions holding that a district is obligated to provide a union with copies of complaints and specific allegation details prior to investigatory interviews.
- c. Increase of Ancillary stipend rate.
- d. Natural Science's scheduling assignments.
- e. Health and safety article
- f. Calendar Process
- g. Incorporate coaches' stipends into the contract.