

MEETING SUMMARY: 2/28/2025

Zoom bargaining session, 1:00-5:00 p.m.

TAKEAWAYS

1. We have merged both contracts into one Base Contract to work from for future discussions/proposals.
2. It was discussed and supported that due to the merge, we will be going through every Article in the Base Contract to review and reach Tentative Agreement (TA).
3. Proposals and counters were shared resulting in:
 - a. Tentative Agreements (TA's) on seven (7) articles of the merged contract
 - b. Seven (7) Articles SCFT has proposed/countered that the district will research/consider
 - c. One (1) article-Art. 14: Personnel Records, which SCFT suggested further merging of content. District agreed and new Base article created for future modification/proposals.
4. We remain hopeful that we can secure a negotiated, merged contract before the end of this semester. Our team presented multiple proposals for discussion and review during this session. However, the more substantial Articles remain to be negotiated in the upcoming sessions.

DETAILS

We secured Tentative Agreements on the following Articles:

- Article 1. Term of Agreement
- Article 2. Recognition
- Article 4. Support of Agreement
- Article 6. Severability
- Article 7. Maintenance and Operations
- Article 8. Past Practices
- Article 11. Management Rights

The Articles SCFT proposed &/or countered and are being research/considered by District are:

ARTICLE	SCFT PROPOSAL
Article 3. Effect of Agreement	District will be responsible for training administration on contract. SCFT did state we would be willing to assist with developing and/or assist with implementing training.
Article 5. Waiver of Bargaining	Keep in language regarding Intellectual Property Rights, as this is currently being arbitrated.
Article 9. Safety	Added content to ensure safety of personnel and students regarding students suspended from multiple campuses and conditions by which they can attend another college. This is also related to SB 553.

Article 12. Faculty Rights	Included statements re: academic freedom, Free Parking, consultation on grants, and increase access to keys/fobs for facility access
Article 15. Transfer & Reassignment	Included content regarding parameters for tenure track evaluations when reassigned and equitable advertising of reassignment positions available at the college level
Article 23. FT Leaves Without Pay	Proposed to TA as is. District will look at all Leaves Articles with legal consultants to update.
Article 24. FT Other Leave	Related to specifically Military leave. SCFT requested for this section to be applied to all and added additional details similar to what is listed in other leaves sections. District will look at all Leaves Articles with legal consultants to update.

Article 14. Personnel Records: Condensed content between FT and PT sections to streamline and essentially make the entire article applicable to all (except for two sections solely applicable to PT (1) and FT (1)).

Next Session: March 20, all day, in-person session (6 hours scheduled).