

GCCCD & AFT Guild, Local 1931
Mid-term proposed changes to Faculty Collective Bargaining Agreement
September 17, 2020

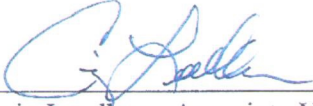
The package proposal below would take effect January 1, 2021, pending ratification by the parties:

1. Changes to benefits plans, co-pays, and eligibility criteria (Article IX) as outlined in the attached document dated 9/17/20 "AFT Benefit Changes."
2. **The parties further agree to the following:**
 - For the Spring 2021 semester only, at the discretion of the instructor, ESL class maximums for Emergency Remote Teaching (ERT) designated classes only may be reduced to 18 students. All other instructors may petition their respective Dean to reduce the maximum for other classes taught in ERT format for Spring 2021 if a compelling argument can be made due to extraordinary circumstances. (Article 7.11.4.3.1)
 - Adjunct faculty members who are currently receiving District health benefits shall not have their benefits terminated during the Fall 2020 or Spring 2021 semesters, provided they can produce an affidavit stating they are not eligible to receive benefits from any other source (spouse, other employment, etc.). The District will use Fall 2021 and Spring 2020 semester assignments to determine eligibility for continued coverage. (Appendix B)
 - The District and the Guild will work together to create an interest free Computer Loan program, \$2,000 per unit member, effective Fall 2021, with the loan re-paid in ten equal installments via payroll deduction. Eligible employees will include adjunct faculty with Priority of Assignment and tenured/tenure-track faculty. If the recipient of the loan separates from employment prior to repaying the entire amount of the loan, the remaining loan balance shall be deducted from the unit member's final pay warrant. (New provision)
 - Priority of Assignment (POA) for adjunct faculty will become effective as of the seventh semester of service, instead of the ninth. (Article 11.3)
 - The current pilot program for paid adjunct faculty office hours which was due to expire in June 2021 will be extended through the spring semester, 2023. If the state reduces or eliminates funding for this program prior to January 1, 2023, the parties agree to meet and negotiate over the terms and conditions of the paid adjunct faculty office hour program. (Article 11.10)
 - Adjunct faculty who have maintained six continuous years of service in Priority of Assignment status shall also be eligible to apply for a sabbatical. The overall number of available sabbatical leaves shall not be increased (per Section 14.3.1). Adjunct faculty who are approved for a sabbatical shall only have the option of a one semester leave. Compensation while on sabbatical shall be equal to their average assignment over the past two fall/spring or spring/fall semesters.
 - For the duration of the Agreement, the AFT and the District shall not be obligated to meet and negotiate with respect to any subject or matter with the exception of annual re-openers on Article IX, Compensation and Benefits, and those other Articles within this Agreement which specifically call for meeting and negotiating. Upon mutual written agreement, the parties may reopen additional articles for negotiations. (Article 22.3)
 - The expiration date of the collective bargaining agreement shall be extended for two years, expiring June 30, 2023. (Article 22.6)

3. If Proposition 15 passes in November 2020, the parties agree to meet to negotiate the following proposal based upon the terms and conditions of the funding to be received by the District under Proposition 15:

- Lab assignments will be based on the formula of 15 hours/week = 1.0 LED. (Article 7.8.2)

For the Grossmont-Cuyamaca CCD:

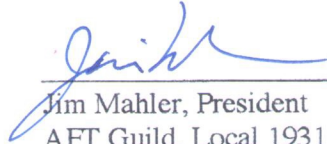


Craig Leedham, Associate Vice-Chancellor
Human Resources, GCCCD

September 18, 2020

Date

For the AFT Guild, Local 1931:



Jim Mahler, President
AFT Guild, Local 1931

9/23/2020

Date