

**Resolution passed unanimously by the AFT 2121 Delegate Assembly, 2/23/2016**

**CCSF FACULTY DEMAND A FAIR CONTRACT NOW**

Whereas faculty perform duties central to the mission of City College of San Francisco,

Whereas all faculty at City College have experienced years of salary cuts and work speed-ups, while being subjected to a salary schedule below that of 2007,

Whereas the resulting declining quality of life and increasing stress level have affected our ability to perform our professional work,

Whereas part-time and full-time faculty are of equal worth and share similar economic challenges living in the most expensive metropolitan area in the United States,

Whereas the labor of certain faculty is undervalued by arbitrarily assigning inequitable load factor in certain departments including but not limited to automotive, nursing, other CTE programs and lab sciences,

Whereas reducing the class size minimum from 20 to 15 students will help rebuild enrollment and ensure continuity of education for current students,

Whereas the district is not following the will of the voters in the use of Prop A monies, leading to an excess of reserves,

Whereas negotiation discussions began 13 months ago, and our contract expired 8 months ago,

Therefore be it resolved that the AFT 2121 Delegate Assembly fully approves and endorses the call for a strike vote by the AFT 2121 Executive Council and Negotiating Team.

Further be it resolved that AFT 2121 strongly urge the City College Board of Trustees to recognize the work and dedication of our faculty and direct the District to immediately reach a fair settlement with AFT 2121 which includes the following provisions:

- Decrease minimum class size to preserve course offerings and avoid disruption of student education
- Maintain and strengthen peer evaluations focused on improvement, not punishment
- Provide significant on-schedule raise to offset 8 years of lost purchasing power
- Preserve the pro-rata pay of part-time faculty
- Increase load factors to equitably reflect the workloads of all faculty