

CCSF Associated Students Resolution in Support of a Fair Contract for Faculty & Staff

WHEREAS through 35 years of collective bargaining, AFT 2121, representing full-and part-time counselors, librarians, and instructors, negotiated a contract that emerged as a national model for:

- Fostering a high ratio of full-time to part-time faculty,
- Equity and job security protections for part-time faculty, including prorata pay, health benefits, and reemployment rights
- Improved funding and equity for noncredit programs and noncredit faculty, and
- Overall, creating greater access for students and improving student learning conditions

WHEREAS during the recession, faculty and staff took multiple wage reductions, furloughs, and other measures to prevent layoffs and keep classes open for students;

WHEREAS the overall cost of living in San Francisco is 18% higher than the average of other large metropolitan areas;

WHEREAS reduced, stagnating salaries and the fast-growing economic disparity are pricing many faculty members out of the San Francisco housing market and forced more than half to live outside of the city;

WHEREAS on December 16th the District rejected AFT's reasonable 12% increase in base pay over 3 years to make up for nearly a decade of wage cuts; instead offering a counterproposal that includes a 26% cut to college programs over the next six years;

WHEREAS when the accreditation crisis began in 2012, the administration cut money directly out of workers' checks and canceled classes, displacing thousands of historically marginalized student groups;

WHEREAS faculty are compensated at 3.5% below 2007 salaries while workloads have drastically increased;

WHEREAS monies from Props A and 30 were diverted to the reserves, amounting to over 12 percent the State's recommended levels, rather than being used for its intended purpose of preventing faculty layoffs and keeping classes open;

BE IT RESOLVED that Associated Students of Ocean Campus urge the Board of Trustees to take immediate steps towards ensuring a fair contract that includes, but not limited to, the following principles:

1. Restoring all faculty, both part-time and full-time, to 2007 levels, including those who have lost salary steps, and
2. Increasing wages to reflect the cost of living in the San Francisco Bay Area
3. Equity for part-time workers; "equal pay, for equal work"