

March 9, 2015

To: Steve Bruckman and Jeff Sloan, CCSF  
Fr: Chris Hanzo, AFT 2121  
Re: Approach to Negotiations

We were disappointed to receive your March 5, 2015 letter and rejection of our proposal to “open negotiations,” whereby AFT unit members could attend and observe AFT/District negotiations sessions. We continue to believe, especially in these critical times of the ACCJC accreditation battle and enrollment losses, that a more transparent negotiations process would benefit the College and provide the best opportunity for reaching an agreement on a new contract.

We are also disturbed about your response regarding pre-negotiation meetings on issues that we feel are of great concern to the survival to City College, e.g. class cancellations, declining enrollments, potential losses of State funding, and the need for a comprehensive plan to rebuild the College through outreach to schools and community, growing programs where demand exists, and restoring wages and the full-time faculty core. Your decision to “listen intently” but not to respond, or only in very limited fashion, undermines the purpose of these sessions as we envisioned them. We think full engagement of the administration with the faculty union on these larger, critical issues, including sharing and discussing information and plans, stands the best chance for mobilizing the College in the direction it needs to go if we are to rebuild.

We continue to propose that the topics for pre-negotiations (meaning there would be no “give and take” negotiations until after sunshining is completed) as follows: (1) class size and cancellations, declining FTES and a plan to rebuild enrollment; (2) examining faculty compensation: sharing and discussing salary comparisons both statewide and within the Bay Ten community colleges, cost-of-living data, prioritizing compensation improvements; and (3) sharing and critically analyzing State and CCSF budget data.

Finally, regarding release time for AFT bargaining team members, we requested release for four (4) team members since they are assigned for at least some of the afternoon hours on Wednesdays, our agreed-upon negotiations time. (See AFT Bargaining Team list provided to you on March 2, 2105.) Given that notice to the District and since arrangement for release time has already been made for the designated team members, our team plans to meet the Wednesday, March 11, in the afternoon to plan for the March 18 joint session and beyond.