

March 11, 2020

Covid-19 impact negotiations agreement between AFT and District

The parties enter this agreement in response to the Covid-19 outbreak in order to 1) slow the spread of the Covid-19 virus by following public health guidelines and best practices, 2) maintaining continuity of instruction, and 3) maintaining continuity of pay, benefits, and employment status for faculty.

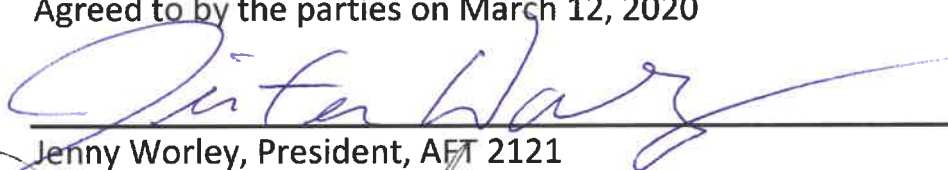
The parties acknowledge the need to suspend in-person instruction and other services but will work to resume in-person instruction and other faculty work as soon as soon as public health conditions make it feasible.

On March 10, 2020, AFT 2121 formally requested negotiations with the District over the impact on faculty working conditions of CCSF measures to halt the spread of Covid-19. The parties have reached agreement on the following:

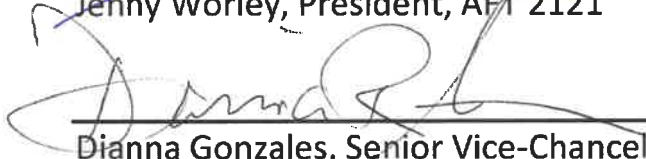
1. All faculty will be paid and maintain benefits as though all assignments were proceeding as originally assigned, prior to Covid-19 crisis, including short-terms courses.
2. Faculty workload will correspond to the workload originally assigned for the semester for all contractual purposes, including part-time faculty modal load, salary advancement, post-sabbatical service, leave rights, etc.
3. Management changed the negotiated Spring Break calendar without agreement with AFT, to the week of March 23, 2020. Faculty unable to take on faculty duties/work during the week of March 30, the original dates for Spring Break, may opt during the Mar. 30 week to:
 - a. Assign activities to be completed by students remotely, OR
 - b. Follow procedure for engaging a substitute instructorIn either case, faculty will notify their Department Chair of their plans. In all cases, faculty shall be held harmless by the District for employment purposes, and shall not be disciplined, charged sick leave, etc.
4. Faculty shall be available during the week of March 16-20 to receive training and technical support regarding remote instruction or remote delivery of other faculty services (counseling, librarianship, etc.). Additional training will be made available upon request.
5. Faculty teaching off-site (at community centers, hospitals, etc.):
 - a. When the off-site is closed, faculty will not be required to teach.

b. If the off-site remains open while face-to-face instruction City College is suspended, faculty will notify their department chair if they are unable to continue in-person instruction, and will work with their Chair to provide continuity of instruction.

Agreed to by the parties on March 12, 2020



Jenny Worley, President, AFT 2121



Dianna Gonzales, Senior Vice-Chancellor, CCSF