

**5/2/2018**

**AFT Proposal for a “Living Contract”**

As part of agreement on a new 2018-2021 CBA this May, 2018, AFT 2121 and the District wish to memorialize their intent to continue to engage over a number of contract issues not completed or resolved as of this TA, as well as over ongoing analysis of CCSF budget, as enumerated below. The parties recognize the improvement in the collective bargaining relationship in these negotiations, the identification of significant mutual goals and interests, and resolve to continue to work in this manner to reach these goals in the future.

1. Ongoing meetings between AFT and the District to review the District budget, including upon adoption of a Final Budget in September/October of each year. The transparency by the District in sharing information on expenditures, revenues, FTES/FTEF, and other indices allows joint reviews, exchange of perspectives, and better understanding between the parties.
2. The joint goal of increasing faculty salaries to above the Bay10 remains a priority. The District has committed to specific salary improvement in each of the three years in lieu of salary reopeners. The Bay10 salary median will change as other districts adopt salary improvements. District remains open to the potential for further salary improvement in years 2 & 3, as part of discussions in #1, within budget constraints.
3. The parties will continue work begun in the Art. 17 Leaves subcommittee over sick leave accrual/use; clarifying leave policy for unit members, and updating leave forms.
4. The parties will continue to work towards the joint goal of bringing lab load factors up to equity with lecture. District remains open to the potential for further lab load improvement in years 2 & 3, as part of discussions in #1, within budget constraints.
5. Other subcommittee topics:
  - a. Review current sabbatical leave application and review procedures, number of awards, and AFT’s interest of increasing pay for one year sabbaticals.
  - ~~b. AB 119 onboarding and new faculty orientations~~
  - b. Address impact of Janus decision on collection of Union dues and agency fees
  - c. Clarify/review/enhance column movement opportunities for faculty on column E to column F per Art. 20.D.2
  - d. Forensics instructors in Speech Department: eligibility for coaching compensation for debate competitions
  - e. Professional duties of faculty: expectations? How are committee and other responsibilities shared? What are District and AFT interests?
  - f. Column movement from E to F. Review current contract language for non-MA disciplines for possible updating (Art 20.D.2). Are changes needed for movement in MA disciplines?
6. Annual calendar year reopeners on HSS medical rates, Article 21 A./B.