
Adopt the District’s and the Los Angeles College Faculty Guild’s Initial Proposal as shown in Attachment 1.

Background: Pursuant to Government Code section 3547 and Board Rule 101400, the Los Angeles Community College District proposes that representatives of the District and the Los Angeles College Faculty Guild, AFT Local 1521 to commence negotiations using an Interest Based Bargaining Process for the July 1, 2014- June 30, 2017 collective bargaining agreement.

Government Code section 3547 and Board Rule 101400 require the District to inform the public of the issues to be negotiated with an employee organization by presenting all initial proposals that relate to matters within the scope of representation under the Educational Employment Relations Act at a public meeting of the Board. For that reason, the Board of Trustees is presenting this joint initial proposal to open negotiations on the issues listed in Attachment 1. The matter is on the Board’s agenda today so that the public may comment on the proposal before the Board considers its adoption.

Recommended by:
Albert J. Román, Vice Chancellor
Human Resources

Recommended by:
Joanne Waddell, President
Los Angeles College Faculty Guild, AFT Local 1521

Recommended by and Approved by
Adriana D. Barrera, Interim Chancellor

By ___________________________ Date ___________________________
The Los Angeles Community College District and the Los Angeles College Faculty Guild, AFT Local 1521, jointly propose to bargain regarding the following matters specific to the Faculty Guild:

1. In the area of Collegiality in the Workplace.................................................................Article 5
   • Promote and ensure professional behavior, collegiality and a non-hostile workplace.

2. In the area of Work Environment..................................................................................Article 9
   • Improve various work environment conditions.

3. In the area of Assignment..............................................................................................Article 13
   • Explore ways to support efforts to comply with student success initiatives and state regulations.

4. In the area of Assignment, Summer and Winter Intersessions.................................Article 15
   • Examine condition and priority of assignment, limited to sections A.1 & B.6.

5. In the area of Adjunct Assignment..............................................................................Article 16
   • Address fairness issues in scheduling adjunct rate assignments.

6. In the area of Evaluations.............................................................................................Articles 19 & 42
   • Provide additional training and support to ensure that faculty evaluations (peer and self-evaluations) are formative and not just summative.

7. In the area of Salary.........................................................................................................Article 29
   • Explore ways to recruit and retain the most qualified faculty.

8. In the area of Distance Learning..................................................................................Article 40
   • Explore best practices in an evolving distance learning environment.

9. In the area of Adjunct Faculty Pay Principles.............................................................Article 43
   • Explore incentives for adjunct faculty participation in the tasks needed to accomplish our institutional goals.

10. In the area of Clerical/Technical Support.................................................................Article 44
    • Ensure that faculty have adequate support to best promote student success.

11. Incorporate relevant MOU language into the collective bargaining agreement.

12. Update all calendars