

Initial Proposal Comparison

Faculty Association	SOCCCD
Article I: Agreement	
The Association proposes to negotiate the term and specify the dates of the new agreement.	SOCCCD proposes to negotiate the terms and specify the dates of the new agreement.
Article II: Effect of Agreement	
No changes	
Article III: Severability	
No changes	
Article IV: Definitions	
The Association proposes modifications and additions to the definitions as needed to accommodate changes in other articles of the Agreement.	SOCCCD proposes altering the definitions of Duty Days to delete references to Education Code Sections 41420 and 41422 and consider inserting instead reference to 5 CCR.
Article V: Recognition	
No changes	
Article VI: Association Rights	
<p>Section I.G.2-3: The Association proposes revising this section to allow Association representatives to more effectively represent the faculty in bargaining unit issues.</p> <p>New section: The Association proposes a new section in this article describing the process for the development of forms needed to fulfill the requirements and procedures specified in the Agreement.</p>	SOCCCD does not propose any changes to this article.
Article VII: Management Rights	
The Association does not propose any changes to this article.	SOCCCD proposes to revise this section to provide a comprehensive recitation of Management's rights to allow SOCCCD representatives to more effectively represent the Management in bargaining unit issues.
Article VIII: Negotiation Procedures	
No changes	
Article IX: Unit Stability	
Section I.C: The Association proposes clarifying the language describing the filling of vacancies in the full-time faculty.	SOCCCD proposes to delete subsection (B).
Article X: Organizational Security	
The Association does not propose any changes to this article.	SOCCCD proposes to revise subsection (H) to add a duty to defend in the obligations listed.

Article XI: Professional Dues or Fees and Payroll Deductions

No changes

Article XII: Board Policies

No changes

Article XIII: Reopener Clause

The Association does not propose any changes to this article.

SOCCCD proposes to delete this section.

Article XIV: Assignment, Contract Year, Hours Of Service, and Professional Duties

Section I.A: The Association proposes clarifying the language describing the determination of faculty office hours.

Section IV.A: The Association proposes amending the list of professional duties as described in this section.

SOCCCD proposes making some or all of the activities listed in Section IV (B) mandatory.

Additionally, SOCCCD proposes revising the language regarding office hours, and proposes new language requiring faculty to work a minimum number of days on campus per week.

Article XV: Workload

Section II. A-C: The Association proposes clarifying the language describing the distinctions in instructional activities (i.e., lecture, laboratory and tutorial activities).

Section III.C: The Association proposes changes to the loading of lecture and laboratory assignments.

Section III.D: The Association proposes to clarify definitions of course capacity and small lecture assignments.

Section IV.A: The Association proposes clarification of language describing tutorial activities.

Section V.A: The Association proposes clarification of the language describing extra duty days.

Section V.B: The Association proposes to modify the language describing the assignment of overload.

Section V.C-D: The Association proposes that a uniform compensation model for assignments covered by stipends and reassignment be developed.

Section VI: The Association proposes consolidating all provisions regarding part-time employment in Article XVI (Part-time Faculty). (See Article XVI below for proposed modifications to this section.)

New section: The Association proposes adding a new section to this article describing the conditions of on-line instruction.

SOCCCD proposes deleting section VI (A) (2); clarifying and revising the definitions and compensation for labs, learning centers and tutorials; revising the language pertaining to extra duty days and stipends; revising the language regarding office hours; revising the definition and compensation of large lecture assignments; and clarifying the workload language pertaining to non-lecture assignments.

Article XVI: Part-Time Faculty

Section II.A: The Association proposes deleting this section in favor of language moved from Article XV,

SOCCCD proposes to clarify the language relating to the Dean's right of assignment regarding part-time

<p>Section VI.A.3 below.</p> <p>Relocated sections: The Association proposes moving all provisions affecting part-time faculty (workload and assignment, compensation, benefits) into this article, as follows:</p> <p>from Article XV (Workload):</p> <p>Section VI.A.2: The Association proposes removing the description of the obsolete 2004 Retirement Incentive Plan.</p> <p>Section VI.A.3: The Association proposes clarifying the description of part-time seniority.</p> <p>Section VI.G: The Association proposes revising the loading for part-time faculty members performing tutorial duties.</p> <p>from Article XXVII (Benefits):</p> <p>Section II: The Association proposes to modify the Part-time Health Insurance benefit.</p>	<p>faculty issues.</p>
Article XVII: Evaluations	
<p>The Association does not propose any changes to this article.</p>	<p>SOCCCD proposes changes to this article relating to the use of information not collected through the evaluation process, the inclusion of a curriculum as an evaluation component, the use of student evaluations, the recommendation of renewal or non-renewal, and the requirements for teaching overload.</p>
Article XVIII: Personnel Files	
<p>The Association does not propose any changes to this article.</p>	<p>SOCCCD proposes revising this language to provide that punitive action shall be taken in conformance with legal requirements. SOCCCD also proposes to revise the language of this article pertaining to release of information from personnel files and potential alternative means of appealing actions.</p>
Article XIX: Transfers	
<p>The Association does not propose any changes to this article.</p>	<p>SOCCCD proposes to define the term "transfer" and revise the provisions relating to involuntary transfers.</p>
Article XX: Travel	
No changes	
Article XXI: Safety	
No changes	
Article XXII: Lay-Off Procedures	
<p>The Association does not propose any changes to this article.</p>	<p>SOCCCD proposes to add a comprehensive layoff article, which shall include a meaningful process for identifying Faculty Service Areas.</p>

Article XXIII: Discipline Procedures

No changes

Article XXIV: Federal and State Statutes Regarding Harassment and Discrimination

No changes

Article XXV: Grievance Procedures

The Association does not propose any changes to this article.

SOCCCD proposes revisions to this section relating to tenure decisions, grievance procedures and requirement of submission to the Association President, a more reasonable time limit for filing the formal grievance, and a re-numbering of subsections in Section IV.

Article XXVI: Bonded Sabbatical and Professional Development

No changes

Article XXVII: Benefits

Section II: The Association proposes that the description of the Part-time Health Insurance benefit be consolidated with other part-time provisions in Article XVI (Part-time Faculty). (See Article XVI above for specific proposals regarding this section.)

Section VI: The Association proposes modifying the ceiling for the life insurance death benefit.

Section VIII: The Association proposes revisions to the Long-term Care Insurance benefit.

Section XIV: The Association proposes that the District provide free parking for each faculty member.

SOCCCD proposes revising this article to include cost containment provisions, and to revise the description of the part-time faculty health benefit.

Article XXVIII: Workload Banking Program

No changes

Article XXIX: Leaves

Section II.H: The Association proposes to modify the Catastrophic Illness Transfer of Leave Program to allow for more flexibility.

Section IV: The Association proposes revisions to Extended Illness/Long-term Disability Leave.

Section VII: The Association proposes revisions to the Bereavement Leave.

SOCCCD proposes to revise this language to clarify when to charge for a full or half day of leave, to require a Certification of Jury Service for jury duty leave, and to clarify language concerning payment and recording of absences.

Article XXX: Wages

Section I.A: The Association proposes to improve the design of the salary schedule.

Section I.C.2: The Association proposes revising the amount of credit given for previous non-instructional occupational experience.

Section I.E: The Association proposes adding a stipend for faculty members who have a earned one

SOCCCD proposes to revise this section to reflect a fair salary schedule.

<p>or more degrees other than a doctorate beyond the Master's Degree.</p> <p>Sections III-V: The Association proposes that faculty members receive a fair raise in compensation.</p>	
Article XXXI: Retirement Incentive Plans	
<p>The Association proposes that this article be correctly titled "Emeritus Faculty Benefits" to more accurately reflect its description of all faculty retirement conditions and benefits.</p> <p>Section IV: The Association proposes that retired faculty who have reached Medicare eligibility be allowed to purchase vision, dental and spousal supplemental insurance benefits through District insurance providers.</p> <p>New section: The Association proposes the development of a retirement savings plan to benefit the District's current fiscal allocation model.</p>	<p>SOCCCD proposes to revise the reduced workload program and modify or eliminate the retiree medical, dental and vision insurance benefit for future hires.</p>
New article: Intellectual Property Rights	
<p>The Association proposes the development of a new article describing the respective rights of the faculty and the District over intellectual property.</p>	
New Article: No-strike Provision	
	<p>SOCCCD proposes the development of a new article of a comprehensive "No Strike" provision.</p>