



UPDATE

January 20, 2005

• A Publication of the All Faculty Association at Santa Rosa Junior College •

Union Basics

On occasion, AFA is contacted by faculty members who have questions that do not fall under the purview of the union. Although we welcome the questions, we thought we would publish the following “Union Basics” column as a general reminder of AFA’s legal mandate.

Q. Which issues are union issues?

A. The All Faculty Association is your exclusive collective bargaining agent for working conditions (load, schedule, assignments, leaves, sabbaticals, evaluations, etc.); compensation (salary, health benefits, fringe benefits, PGI); and job status (retirement benefits, reduced workload). In short, we deal almost exclusively with faculty-administration issues.

Q. Can I make my own private deals with my dean?

A. No. Such “direct dealing” is an unfair labor practice with potentially serious consequences for all parties involved. AFA and the District bargain *collectively* for *all* Unit A members, which includes adjunct faculty, and regular, probationary and temporary contract faculty (but does not include faculty with assignments in Community Education or the Seniors Program).

Q. Which issues are *not* union issues?

A. Broadly speaking, anything outside the faculty-administration arena regarding working conditions, compensation, and job status. So issues between faculty and students, faculty and other faculty, or faculty and professional or outside organizations are outside AFA’s purview. In addition, the Academic Senate is in a “primary

reliance” relationship with the District on matters relating to textbooks, curriculum, matriculation and other professional and academic issues, according to AB 1725.

Q. Where can I go if I have a contractual question or concern?

A. There are four primary resources:

1. The AFA web site:
www.santarosa.edu/afa
2. Any Council representative (contact information is available on the web site)
3. Judith Bernstein, AFA office manager: 527-4731 or afa@santarosa.edu
4. Phil Forester, AFA Conciliation/Grievance officer: 527-4453 or pforester@santarosa.edu

Q. What if I don’t have a problem with the administration? What if I just want information?

A. Your Council representatives are there to help you with any contractual question you may have. Judith Bernstein is also an excellent resource. Use your AFA

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Negotiations

AFA and the District are still actively engaged in good-faith negotiations. It is difficult to estimate when Tentative Agreement will be reached since, in the area of financial matters, the interests of the District and AFA are not completely shared. Discussion continues and continues, and continues . . .

AFA Sponsors Spring PDA Workshops

AFA is sponsoring two workshops during Spring 2005 PDA days — both are scheduled for Wednesday, February 16, 2005.

Planning Ahead: Making Decisions to Maximize Your CalSTRS Defined Benefit Plan

**Wednesday, February 16
10:00 a.m. to 12:00 p.m.
Lark Hall, Room 2004**

Representatives from the Financial Education division of the CalSTRS Sacramento office and the SRJC Payroll Department will present a workshop that will cover the CalSTRS Defined Benefit Program, including service retirement, disability benefits, and survivor benefits, and the Defined Benefit Supplement Program. Topics will include: how to calculate your retirement allowance; electing an allowance option; early retirement alternatives; employment after retirement; purchasing additional service credits; and the Social Security offset. Faculty of all ages who are CalSTRS Defined Benefit Plan members are encouraged to attend.

Adjunct Faculty Workshop: Hourly Assignments, Evaluations and Your Concerns

**Wednesday, February 16
7:00 p.m. to 9:30 p.m.
Emeritus Hall, Room 1588**

Adjunct representatives who serve on the AFA Executive Council and other AFA officers will present an informative and engaging workshop, which is beneficial for new adjunct faculty, as well as returnees. Every year there are new issues to be addressed relating to the Contract (including hourly assignment procedures, evaluations, salaries, and health and retirement benefits). Adjunct faculty are encouraged to bring their questions and concerns to the workshop. Departmental relations and statewide legislation issues will also be discussed.

Union Basics *(continued)*

representative to carry your bargaining issues to the Executive Council, the elected representative body that makes decisions for AFA. Your representative will report your issue to the Council. Or you may choose to come to the Members Concerns portion at the beginning of each meeting and present your issue yourself.

- Q. What if I don't like the decisions that the AFA Executive Council is making?
- A. AFA invites all AFA members to run for a seat on the Executive Council — members new to the Council are very welcome. (You must have been an AFA member for the previous five months in order to run for a seat on the Council.) The Council makes day-to-day decisions for the Association, such as deciding whether or not to take a grievance to arbitration and providing direction to the negotiating team. But the momentous decisions, like ratifying a new contract, or taking a job action, are properly put to a general vote of the entire AFA membership.

Reading the *Update* — Contest No. 1

**“Those who do not read
have no advantage over
those who cannot read.”**

Think about these important words. Who said this? What is the source of this great wisdom? Send your answers to afa@santarosa.edu and win a delicious prize! One contract and one adjunct faculty member will win a Dinner-to-Go from Highfeather Catering for correctly identifying the author of this quote. (If we receive many correct answers, we will hold a raffle.)