

Side Letter
between the
All Faculty Association
and
Sonoma County Junior College District
regarding
AFA-District Problem-Solving Committee
March 7, 2025

1. The District and AFA do hereby establish this Side Letter of Agreement to form the Committee for AFA-Management Problem Solving (CAMPS).
2. The purpose of this committee is to meet and confer over issues pertaining to possible investigations, contractual violations, or other matters pertaining to labor law and the collective bargaining agreement.
3. CAMPS shall have no authority to change, delete or modify any of the terms of the existing District/AFA Collective Bargaining Agreement, nor to settle grievances arising under the Collective Bargaining Agreement. The committee will provide recommendations to the appropriate body including the negotiations teams in the case of proposed modification of contract language, or to the appropriate Vice President who will oversee the remedy. All discussions of the group will be confidential unless there is a legal requirement or both parties agree that the information may be shared. Statements made during these meetings shall be inadmissible in any grievance proceedings.
4. CAMPS shall consist of the AFA Conciliation-Grievance Officer, President, and Chief Negotiator, and the District Chief Negotiator and 2 other designees. Others, including relevant District Vice Presidents and AFA Officers and Executive Counselors, will be invited to address specific issues as needed.
5. Meetings shall be held monthly. Interim meetings may be held by mutual agreement.



Anne-Marie Donegan
President
All Faculty Association



Dr. Angélica Garcia
Superintendent/President
Sonoma County Junior College District