



THE FACULTY WANTS A FAIR CONTRACT

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However, the District team **walked away from the negotiations table**, declaring “impasse,” on Dec. 1, 2017 when the faculty would not agree to its Nov. 3 **take-it-or-leave-it package offer** that included a 3.17% CUT to faculty salaries and a roll-back on other agreements already reached with the District but not yet codified in the Contract.

Rather than rolling up their sleeves to come up with real solutions, the **District team called it quits** after only FIVE negotiations sessions since the AFA/District Contract expired on June 30, 2017.

The faculty opposed the District’s decision to request a determination of impasse. AFA, the faculty union, believed the negotiations record clearly showed that the teams were productive, reaching numerous agreements during the period of time that the District characterized as a state of impasse. However, the Public Employment Relations Board (PERB) determined that an impasse exists.

Unfortunately, since we are at impasse, the faculty union must spend a sizable portion of faculty member dues and fees on attorney fees and other impasse-related expenses. The District is also spending taxpayer money on attorneys and other consultants as part of this process.

AFA wants the District to come back to the table to negotiate a **FAIR CONTRACT WITH FACULTY. Faculty are the lifeblood of the College.** Without the faculty and the students they teach, there would be no SRJC, and no Legacy of Excellence.

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