

Proposal for Workload Committee
4/19/17

AFT and the District recognize that faculty perform extensive duties outside of the classroom. Some of these duties are enumerated in Appendix D. The parties would like to distribute those duties among all faculty. Sometimes the distribution is not even, and one or more faculty members end up doing more than their fair share. The purpose of this committee is to develop a mechanism for distributing those duties, and when a faculty member ends up with too many, a mechanism for compensation and when a faculty member ends up with too few, a means to address that.

This committee shall consist of 3 members appointed by AFT, 1 member appointed by each of the 3 Academic Senates, and 3 members appointed by District Administration. The committee shall make a recommendation to AFT and the District, to be subsequently negotiated.

Appointments shall be made no later than May 1, and the committee shall commence its work no later than May 19. The goal for the committee will be to make recommendations to the negotiating teams no later than Dec. 15, 2017. District shall provide support to the committee in the form of notetakers and any data gathering that is requested (surveys, etc.)

The committee will need to identify a process for ensuring that, if extra pay is assigned to faculty as a result of a very large work commitment, it can be paid and tracked as required by payroll guidelines, state and federal law.