

## **Bargaining 2025-2028. All Proposals (Current Status)**

### **Scheduled Bargaining Dates**

1. 11-22-2024
2. 02-21-2025
3. 04-04-2025
4. 05-09-2025

### **FUSA Proposals**

1. Articles 2.7, 6.2, 6.21, 6.9, 8.28 – New Artificial Intelligence Language
  - a. FUSA Proposed 02-21-2025
2. Article 6.16.D – Tenure and Continuing Contract
  - a. FUSA Proposed 11-22-2024. Allow faculty who are hired within 8 weeks of the start of the term to count year towards tenure.
  - b. Admin Rejected 02-21-2025, citing missed faculty orientation and possible tenure workshop.
3. Article 6.17 and Appendix G – Rank
  - a. FUSA Proposed 02-21-2025. Further simplify and clarify the work process.
  - b. Workshop: 03-03-2025
4. Article 8.2.D.1 – Temporary Full-time faculty.
  - a. FUSA Proposed 02-21-2025. Allow FTT faculty to use 2 years towards tenure.
5. Article 8.2.G and Appendix N – Academic Division Chairs
  - a. FUSA Proposed 02-21-2025. Decouple discipline chair duties from the Academic Support Division co-chair duties.
6. Article 8.3 Load Points
  - a. FUSA Proposed 02-21-2025. Revise load point values for major functions to fit the 10 points per contact hour, including faculty of record and applied music. Return 1.2 multiplier to clinicals with 60 minute contact hour. Review Independent Study points.
7. Article 8.5.C – Instructional Faculty Overloads
  - a. FUSA Proposed 02-21-2025. Remove the language making faculty ineligible for any overload if on a PIP.
8. Article 8.25 – Textbook Selection
  - a. FUSA Proposed 02-21-2025. Improve the textbook adoption process
9. Article 9.1.B.1 – Performance Evaluations
  - a. FUSA Proposed 11-22-2024. Give deans a deadline to complete performance evals.
  - b. Admin Response 02-21-2024. Separate the performance evals from EOY to allow evals to be competed throughout the year.
  - c. Workshop 03-03-2025.
10. Article 9.1.B.5 – Student Feedback Surveys
  - a. FUSA Proposed 11-22-2025. Replace single sections surveys with aggregate summaries from all courses, without comments.
  - i. Admin Response 02-21-2025 – include comments
11. Article 9.2.B – Professional Development

- a. FUSA Proposed 11-22-2024. Remove references to outdated CCHE and CT modules available to faculty hired prior to Fall 2019.
  - b. Admin Response 02-21-2025. Include faculty will participate in 18 PD hours each year.
- 12. Article 11 – Grievances
  - a. FUSA presented draft from workshop 02-21-2024. Simplify the grievance process.
- 13. Article 12.1.J – Sick Leave Payout
  - a. FUSA Proposed 02-21-2025. Reinstate sick leave payout. Common in FCS.
- 14. Article 14.1-14.4 – Economics
  - a. FUSA Proposed 11-22-2024. Include FTT faculty in step placement. Adjust salary scale by 10% over 3 year contract. Apply step increases each year. Increase overload by 10%.
- 15. Article 14.9 – Union Release Time
  - a. FUSA Proposed 02-21-2025. Include the summer term in provisions of release time or the equivalent to the Union president.

### **Administration Proposals**

- 1. Article 2.14, 2.20, 2.xx – New faculty classification
  - a. Admin proposed 11-22-2024. Add lecturer contracts, non tenure-track.
- 2. Article 6.12 – Office Security
  - a. Admin proposed 11-22-2024. College may enter faculty offices for maintenance.
- 3. Article 8.11 – Faculty Lounge
  - a. Admin proposed 11-22-2024. Remove the microwave and refrigerator language.
  - b. FUSA Accepted 02-21-2025. TA'd.
- 4. Article 8.16 Assault, Battery, or Threat of Injury by a Student
  - a. Admin Proposed 02-21-2025. Expedite the handling of situations of above.
  - b. FUSA Accepted 02-21-2025. TA'd.
- 5. Article 8.17 Class Disruption
  - a. Admin Proposed 02-21-2025. Address process of handling of classroom disruption and align with Student Code of Conduct.
- 6. Article 8.2.A.1.d – Faculty Working Conditions (office hours)
  - a. Admin Proposed 02-21-2025. Faculty to post changes to office hours. Office hours to dean by 1<sup>st</sup> week of class. Remote office hours to be via remote video conference.
- 7. Article 8.2.A.2.m – Other Responsibilities (Response Time)
  - a. Admin proposed 02-21-2025. Faculty will respond to requests from Admin within 2 business days.
- 8. Appendix Q – End of Year Verification.
  - a. Admin Proposed 02-21-2025. Correct header. Correct language for deadlines for syllabi.