



CCAFF CONTRACT NEWS

SPECIAL EDITION

April 28, 2008

CCAFF REACHES TENTATIVE AGREEMENT WITH CITRUS COLLEGE DISTRICT OVER CONTRACT

Today after over a year of negotiations that began April 9, 2007 and 2 mediation sessions, the CCAFF and Citrus College have reached a TA (tentative agreement) on a contract. The contract is now pending ratification by members of CCAFF and approval by the Citrus College Board of Trustees.

All adjunct working for Citrus College pay dues to CCAFF and this entitles all to the benefits of the contract as ratified. In order to be a voting member you must fill out a form that entitles you to member privileges. If you are interested in becoming a voting member please check our www.CCAFF.org for more information. If you have not received a recent email from the CCAFF please go on the website and send us an email at ccaff1@gmail.com.

Contract informational meeting at which time members will vote on the proposed contract.

Monday May 19 12-2 pm or 6-8 pm

Tuesday May 20 5-7 pm

Location: Citrus College Faculty Lounge in the Student Center

Look for voting information on our website, in your Citrus and/or home mailbox in the next week. Your voting information will include a ballot, envelope for the ballot and a mailing envelope.

Please return votes to CCAFF no later than May 22 at 1 pm.

Monica Lee, CCAFF Treasurer

P.O. Box 113, Claremont, CA 91711

Changes in the CCAFF Executive Board

In April the CCAFF received and accepted the resignation of President Dan Tosney. Although, Dan is stepping down due to recent family health issues he will be continuing as a member of the negotiations team and as a consultant.

Bob Orso has graciously agreed to serve as interim President until the next elections.

Tom Gerfen, who had joined as an observer during negotiations last year was elected Vice President of membership.

Denise Matzavinos was re-elected secretary.

Monica Lee, was re-elected treasurer.

CAFF Proposed Contract and your Negotiations Team

A basic outline of the settlement is as follows:

1. Effective February 19, 2008, Salary Schedules increased of 12.98%.
2. Effective June 23, 2008, Salary Schedules, additionally increased by 1.55%.
3. The term of this Agreement shall be from July 1, 2006 through December 31, 2008 with no re-openers.
4. Upon request of either party, the parties shall meet up to twice per month for labor/management meetings.
5. Unit members shall hold half hour office hours each week and include the office hour availability in their syllabi.
6. The Lecture Hour Equivalent (LHE) conversion will be implemented beginning with the first semester scheduled after enrollment at the college reaches 12,347 FTES.
7. Lab Rate columns/steps shall be removed from the Salary Schedule and the Lecture/Lab LHE Factors shall be implemented .
8. In the event of a conflict between the Board of Trustees policies and the Collective Bargaining Agreement, the Agreement language shall supersede.
9. Union members have newly defined rights regarding personnel file access, location, content disciplinary action, removal of derogatory material, file inspection log, content and copy fees.

CAFF negotiations team includes the following core members:

- Peter Nguyen, JD, CFT Field Representative, CAFF Chief Negotiator
- Dan Tosney, CAFF Consultant
- Bob Orso, CAFF President
- Denise Matzavinos, CAFF Secretary, Negotiations Recorder
- Tom Gerfen, CAFF Vice President, Negotiations Observer
- Monica Lee, CAFF Treasurer, Negotiations Recorder

Questions and Answers from our CAFF members

1. **Q: Is the salary retroactive?** A: The 12.98% salary increase is retroactive only to the start of the Spring semester (Feb 19,2008)
2. **Q: Will I have to provide 1/2 hr office hr for each class I teach?** A: Adjuncts are to provide 1/2 hr office hour only for the semester and it must be indicated in their syllabus. The time and place can be physical or virtual.
3. **Q: Who gets the salary increase?** A: The salary increase includes adjunct faculty, lab supervisors and adjunct walk-on head coaches
4. **Q: When and where will my check be available?** A: When the checks are ready to be picked up the Payroll/Accounting office will inform us. Look for updates on our website.
5. **Q: Where can I find out about medical benefits?** A: Contact Eric Guzman at (626) 914-8889, in AD207 or at eguzman@citruscollege.edu for an application and information. Look for more information on our website.

If you are interested in being an officer, finding out more information, giving information and just getting to know other Citrus adjuncts please contact us.

We are your union and want to serve you.

Monica Lee, CAFF Treasurer
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Claremont, CA 91711

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