

Sibling Rivalry: Making Senate/Union Relations Work on Your Campus

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Session Learning Outcomes (SLOs)

After attending this session, you'll be better prepared to:

- + Promote effective leadership
- + Develop synergistic Senate-Union relationships, and
- + Negotiate the boundaries of purview.

Purview: The 10+1 (§ 53200)

- + 1) curriculum, including establishing prerequisites and placing courses within disciplines;
- + 2) degree and certificate requirements;
- + 3) grading policies;
- + 4) educational program development;
- + 5) standards or policies regarding student preparation and success;
- + 6) district and college governance structures, as related to faculty roles;
- + 7) faculty roles and involvement in accreditation processes, including self-study and annual reports;
- + 8) policies for faculty professional development activities;
- + 9) processes for program review;
- + 10) processes for institutional planning and budget development;
- + 11) other academic and professional matters as are mutually agreed upon between the governing board and the academic senate.

Purview: Collective Bargaining

+ Education Employment Relations Act, Section 3543.1:

“Employee organizations shall have the right to represent their members in their employment relations with public school employers, except that once an employee organization is recognized or certified as the exclusive representative of an appropriate unit... only that employee organization may represent that unit in their employment relations with the public school employer.”

Responsibilities

A few key points from 1996 ASCCC paper, "Developing a Model for Effective Senate Union Relations":

- 1) In Title V, 53204, "Scope of Regulations," Academic Senates and Collective Bargaining Representatives must decide "how they will consult, collaborate, share or delegate among themselves the responsibilities that are or may be delegated to Academic Senates."
- 2) Academic Senates assume primary responsibility in 10+1 areas
- 3) Academic Senates cannot legally interfere or cover those subjects within the scope of representation between the bargaining agent and the district—unless approved first.

Contentious Landscape

- + Hiring
- + Reductions
- + Workload (and PTOL)
- + Distance Education
- + Reductions in Force
- + Budget Process
- + Governance/ Faculty Representation
- + Calendar and Scheduling
- + Faculty Service Areas (FSAs)
- + Committees
- + Professional Development
- + Pressures of State Initiatives

Modesto Junior College

- + Leadership and Shared Governance Document
- + Representation of Faculty body
- + Reductions in Force
- + Workload (PTOL, unit values discussion)
- + 50% and FON
- + Student Success

Los Angeles College District

- + Nine Colleges and Decentralization
- + Professional Development
- + Committees
- + Faculty Service Areas

Foothill

- + Final Exam Schedule
- + Grade Change Issues
- + State Initiatives and Distance Ed

Issues Now and the Future

- + What are your issues and concerns? What are you currently facing?
- + What are your best solutions?