

PERALTA FEDERATION OF TEACHERS

American Federation of Teachers, Local 1603 * 500 E. 8th Street, Ste. B, Oakland, CA 94606

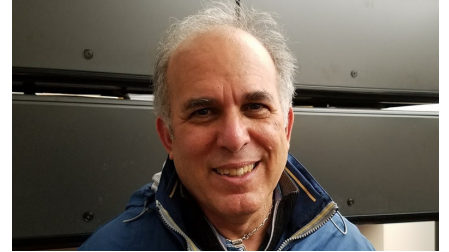
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RECENT WINS: FEBRUARY 2017

STEP INCREASES

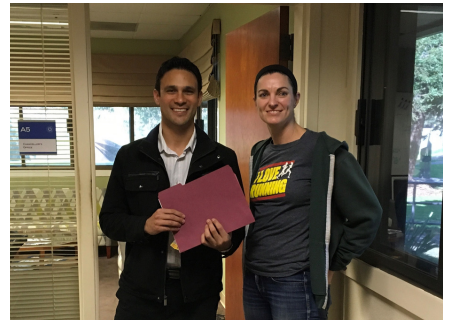
PFT negotiated automatic step increases each time a part-time faculty member completes 30 units (for years PT faculty waited in vain to be appropriately moved up). Daniel Najjar (Math, BCC) has been advocating for better accountability and analyzed the data for PFT in fall 2016 to make the case that led to this victory.



"It took data to make the district understand that faculty weren't being moved up a step. I'm glad it's finally being automated." -- Daniel Najjar, Math, BCC

SENIORITY RIGHTS

PFT Part-time Rep. Cynthia Mahabir continues to push for seniority rights in the part-time preferred hiring pool. One possible change to the policy would be that faculty would have to earn a "surpasses" rating or higher to remain in the pool.



Brad Bulukjian, left, PT biology faculty at Laney, and Jennifer Shanoski, FT chemistry faculty at Merritt and PFT Grievance Officer, deliver 187 signatures to support the equitable office hour agreement to the chancellor on Jan 20.

EQUITABLE OFFICE HOURS

The district is close to agreeing to an equitable office hour agreement for part-time faculty. This means that part-timers who teach one three-unit class would finally be paid one hour a week for each three-unit course they teach (up to four hours for 12 units) to meet with students. "This change goes a long way toward addressing the unfair way the district treats PT faculty. Many PT faculty have been holding uncompensated office hours, and this sends us an important message: You are valued.." -- Brad Balukjian

NEWS

Raises: For 15 months the district offered faculty no new money. In January, PFT's negotiating team won a permanent 2% raise and a one-time 1.5% bonus for next year (pending final agreement and ratification). **Investigations:** A new article has been added to the contract to ensure that district-initiated investigations are fair and transparent and allow for appropriate notification. **Long-term Subs:** PT faculty working 1.0 loads or greater will now be assigned as Long-term Substitutes (LTS) with a full-time salary and benefits. The district issued back pay for such assignments from spring 2016. **Column Advancement:** PFT negotiated an increase in the number of lower-division undergraduate courses that can be used for column advancement from 12 to 20 units.



SAVE THE DATE

General Membership Meetings (GMMs):

*Tuesday, March 21, 3 - 5 pm, Laney: We expect to hold a vote to ratify our new contract!

*Tuesday April 19, CoA: PFT Executive Council nominations close.