

November 9, 2010

Hello, KCCD Faculty:

As indicated in our last CCA Advance, your CCA negotiators have been hard at work preparing to negotiate the successor to our 2008-2011 faculty contract with the district. Your current CCA negotiators are Andrea Garrison (chief negotiator and BC rep), Karen Bishop (PC rep), Paula Suarez (CC rep) and Leif Syrdahl (part time rep). CCA regional staff person Robin Devitt will join us during our negotiations meetings this year.

The district's team will be more fluid this year. The district's chief negotiator will again be Bruce Barsook, a partner with Liebert Cassidy and Whitmore law firm. Surprisingly, Bruce will be the only consistent member of the district team, with other administrators working on assigned topics outside of negotiations and joining the discussion as "expert witnesses" for administration's interests on their assigned topics. This will be a new experience for all of us. While your CCA team is concerned about the cohesiveness of such a "team" and consistency at the table, we have agreed to try it for 6 months and see how it goes.

CCA and the district have agreed to once again use Interest Based Bargaining (IBB) as the format for our discussions. At the urging of the IBB trainers (both the CTA training representative and the management training representative), we have also agreed to make a sincere attempt to complete negotiations with far fewer meetings than usual. Over the past decade, the CCA and district teams have met together many times over a period of 5 to 6 months. This takes an incredible amount of time away from the other responsibilities of the members of both teams, and leads to burn-out. This year we have agreed to schedule fewer meetings and make an honest attempt to reach agreement on at least one item at each meeting. We have agreed to continue meeting on Friday mornings during the Fall semester, and move to all-day meetings on Wednesdays during the Spring semester.

Both CCA and the district "sunshined" the items each team intends to negotiate this year at the October 14th Board of Trustees meeting. The sunshining process is the legal process whereby both CCA and the district must make public the items they wish to discuss in negotiations. At the November 4th Board of Trustees meeting, the public had an opportunity to express concerns about the proposed items to be negotiated. No one raised concerns about either proposal. (The CCA and the District sunshine proposals can be viewed on the KCCD CCA website.

The following is a timeline of what has been done to date:

- June 25th: your negotiating team met with CCA President Mary O'Neal and CCA District Grievance Officer Lynn Krausse to review the results of our online surveys of full time and part time faculty interests and concerns, as well as grievance issues that indicate a need for contractual changes. We set priorities for the items to sunshine for upcoming negotiations.

- September 10th & Oct 1st: your team met with the district "team" and IBB trainers Ken Caves and Marla Reyes for IBB refresher training and evaluation of how our processes have worked in the past.
- September 9th, September 17th, October 15th, October 22nd & November 5th: your team met to review the priorities set at our June 25th meeting, and establish faculty interests.
- Between meetings, your negotiators have been researching the issues surrounding our sunshined proposal.

On November 19, your team will again meet with the district team to officially begin negotiations. The agenda for that meeting includes setting a calendar of meeting dates for the spring semester, setting ground rules to help keep us on track and working effectively, prioritizing items to be negotiated, and establishing discussion dates for each item.

As we begin to negotiate, we will keep you apprised of our progress in regular emails. If you have any questions or concerns, you may contact Chief Negotiator Andrea Garrison agarriso@bakersfieldcollege.edu or any of the other CCA negotiating team members.

Andrea Garrison
CCA Chief Negotiator
KCCD