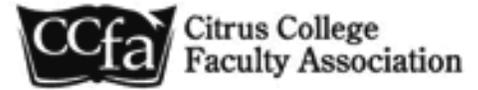


30 April 2017



To: All CCFA Unit Members
From: CCFA Negotiating Team
Re: Contract Highlights, Articles 16, 17, & 19

Fellow Faculty,

We are nearly done with our *Contract Highlights* series. In this update, we will highlight three articles which are quite closely related: Article 16—Negotiation Procedures, Article 17—Support of Agreement, and Article 19—Duration of Contract.

Article 16—Negotiation Procedures

16.1 tells us negotiations are to commence on or before October 1 of the calendar year in which the contract expires. It also tells us any agreement reached shall be in writing and signed by the Board's representative and the appropriate representatives from CCFA.

16.2 gives us a general timeline for contract ratification. Each group, the Board and the Faculty, are to vote on the tentative agreement at their next regularly scheduled meeting or at a special meeting within 30 days. We are also told that neither side can be made to vote before a minimum of seven days has passed and that ratification shall be by majority vote.

16.3 tells us the Faculty cannot be made to vote outside the Fall and Spring semesters.

Article 17—Support of Agreement

This article tells us the "District and Association agree that is to their mutual benefit to encourage the resolution of differences by meeting and negotiating." Some additional key points:

- Both parties (Association and District) are free to participate in activities deemed necessary to plan and prepare for future negotiations.
- The Association shall not call a strike for the duration of the agreement.
- Informational picketing *is allowed* provided it is not part of a work stoppage.
- The District shall not engage in a lock-out (i.e. a reverse strike—forced work stoppage).
- The Association is not to participate in any "concerted activities against the District" instituted by other groups on campus. What this specifically prohibits is unclear.

Article 19—Duration of Contract

Plain and simple, this article (which changes each time the contract is re-negotiated) tells us the dates during which the contract is in effect. Our current contract expires December 31, 2017.

Yours in Unity,

-CCFA Negotiating Team