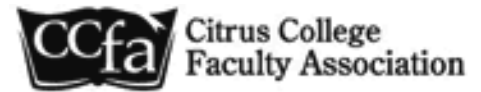


17 March 2017



To: All CCFA Unit Members

From: CCFA Negotiating Team

Re: Contract Highlights, Articles 6 & 7

Fellow Faculty,

The next exciting installment in our Contract Highlights series brings you Articles 6 & 7. These are short Articles and won't consume much energy to break down.

**Article 6: Non-Discrimination.** This article uses fairly standard language to describe a policy of equal opportunity for all. 6.1 tells us discrimination based on "race, creed, age, sex, political affiliation, lifestyle, physical handicap or Association activity is expressly prohibited." It may be advisable for us to propose revision such that the full list of Federally recognized protected groups are included in this descriptor. The inclusion of "Association activity" (i.e. Union involvement) is important. Some of our fellow faculty members have expressed reluctance to get involved for fear of reprisal which is, in fact, expressly prohibited. 6.2 tells us sexual harassment shall be considered discrimination under this article. 6.3 tells us "disciplinary action will be taken against employees and supervisors who engage in any activity prohibited under this article." Notably, there is no mention of what form that disciplinary action may take.

6.4 states that the District will take corrective action if discrimination is identified to ensure the practice does not continue. It further states that reprisal against a grievant or a witness for him or her is prohibited. 6.5 states that allegations of discrimination are not subject to the grievance provisions of Article 12. Instead, allegations of discrimination are to be adjudicated through the District's "discrimination complaint procedure" and, if desired, the appropriate governmental agency.

**Article 7: Academic Freedom and Intellectual Property.** This exceedingly brief article tells us, in 7.1.1, that we are free to "seek the truth and guarantee freedom of learning to students." While this may seem painfully obvious and unnecessary, it hasn't always been so. At different times in the College's past, there have been specific policy documents speaking to prohibitions on the teaching of controversial topics. I remember reading an old relic citing communism as a specifically taboo topic. It's hard to imagine curtailing the free speech we hold so dear.

7.2.1 tells us we are the owners of intellectual property that we create. Again, this may seem painfully obvious. This is something the District has, in the past, expressed interest in changing. There is reference to an Administrative Procedure (AP 3715) which spells out with far greater specificity what the District may own that its employees create. You can find all Board Policies and Administrative Procedures on the College website.

Please join us at our regularly scheduled CCFA Representative Council meetings if you have questions or concerns or just want to learn more about what's going on in the Association. Additionally, your Negotiating Team, Dave Brown, Terry Miles, and Stephanie Yee are at your disposal.

Yours in Unity,

-CCFA Negotiating Team