

IMPERIAL VALLEY COLLEGE
PART-TIME FACULTY ASSOCIATION

Norma Scott, President

October 4, 2011

2011 OCT 5 PM 3 40

Dear Trustees and Dr. Jaime:

10
PRESIDENT'S OFFICE

Please accept this letter as our official intent to begin contract negotiations for an initial collective bargaining agreement between the Imperial Valley College Part-Time Faculty Association and the District.

Please include this letter in the next Board of Trustees meeting agenda pursuant to Government Code 3547.

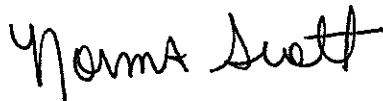
Please contact me at your earliest convenience to set dates for negotiations.

Negotiations are anticipated to include, but not be limited to, specific discussions on the following topics:

- Term of Agreement: Up to three years
- Recognition: Definition of the parties
- Definitions: Meanings of terms used throughout the agreement
- Association Rights: Explanation of all rights guaranteed by the Educational Employment Relations Act
- Unit Member Rights: Inclusion of rights guaranteed by Education Code, Educational Employment Relations Act, and other relevant statutes
- Prohibition of Subcontracting: Limitation of District's ability to hire non-faculty to complete work currently completely by faculty
- Non-Discrimination: Compliance with state and federal laws
- Maintenance of Standards: Continuity of standards developed over time
- Savings: If any clause of the negotiated agreement is found to be in conflict of any law, then that clause is null while the remainder of the contract remains in effect
- Grievance Procedure: Development of grievance procedure for settling contractual disputes in a fair and harmonious manner, including advisory arbitration
- Organizational Security: Procedures for the collection of fair share agency fees
- Assignment: Implementation of procedures for the district to use when assigning unit members classes/hours acknowledging positive performance and length of service to the College
- Evaluation: Codification of evaluation procedures to guarantee a skillful workforce, and the opportunity to improve if performance is lacking
- Personnel Files: Review of unit members ability to see personnel files and regulation on what and how the District can add information to the file

- Complaints about Unit Members: Develop system for the fair and impartial processing of complaints about unit members.
- Personal and Academic Freedom: Codification of Personal and Academic Freedom
- Discipline: Outline of procedures employer shall follow regarding unit member discipline
- Contract Year, Calendar: Procedures for Association input in the District Calendar
- Workload: Listing of workload maximums for unit members
- Safety: Codification of General and Emergency procedures
- Personal Property Liability Coverage: District coverage of personal property used on campus in the course of employment
- Leaves: Outline of all statutory leaves and their accumulation
- Salary & Pay Warrants: Negotiation of fair salary and timing of pay warrants
- Health and Welfare Benefits: Implementation of District provided Health and Welfare benefits
- Retirement: Clarification of STRS/PERS options
- FLEX Participation: Participation and compensation for professional development activities
- Office Hours: Paid office hours based on amount of load worked
- Professional Office: Creation of shared workspace with office materials/machines for unit members

Sincerely,



Norma Scott, President
Imperial Valley College Part-Time Faculty Association