



Continuing Negotiations

- CCA plans to continue negotiations this semester. President Matt Crow will report out to faculty as appropriate.
- Topics to be discussed are listed in Article 2.C.1-4 and Article 11.H.3.

Reminder: Faculty Chairs/Director/Etc. Role

- Faculty chairs support and represent their departments. They are not permitted to discipline fellow faculty, as per Article 14.D.1:
“Department chairs, faculty directors, faculty coordinators, or other faculty unit members who have assumed leadership functions over their divisions, departments, and work areas, remain faculty members and, as such, do not have disciplinary authority over other unit members.”
- If you are in one of these faculty roles and believe you are being/have been asked to participate in the discipline of a faculty colleague, please contact a union representative.

Reminder: Weingarten Rights

- Your CCA Chair will be sending an email explaining your legal right to representation known as Weingarten Rights. Until then, and in brief, please remember that all employees in a unionized workplace have a legally protected right to union representation. Our contract states that “[a]ll faculty have a right to CCA representation in meetings with College or District administration when they are disciplinary in nature, or when faculty reasonably believe that such meetings may lead to disciplinary action” (Article 14.B.5).
- When you request a representative during a meeting, the employer has three options, as per the [National Labor Relations Board](#):
 1. “The employer may grant the employee’s request and delay the interview until a representative is available.
 2. The employer may deny the request and immediately end the interview, or

3. The employer may allow the employee to choose whether to proceed with the meeting without a representative or to end the interview.” CCA recommends faculty do not agree to proceed without a representative.

Next CCA Meeting: Monday, February 5

- All faculty are welcome to attend the open session of CCA meetings. Meetings are every other Monday from 12:45-2:45 via Zoom, with closed session occurring after open session. The Zoom link is included in the agenda sent out by your KCCD CCA Secretary, Matt Jones.

Submitted by Ann Tatum (BC Campus Chair and Negotiator)

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