



Greetings!

To assist you in reporting to your department colleagues, please see the following summary of our last Representative Assembly meeting, held on **Thu. Feb. 26**. Follow the hyperlinks for more information.

#### **DROP IN TO THE “LIFE HACK LAB” (Alison Brown, Center for Wellness and Wellbeing)**

- Please note there will be a drop-in group meeting offered on Mondays from 12noon to 1pm, open to both students and SMC employees and hosted by the SMC Center for Wellness and Wellbeing.
- The program is called the Life Hack Lab, and it partners the school with a team of therapists to offer DBT-based therapy practices to all who are interested. The focus is on strategies for better stress management, regulation of emotions, and improving relationship skills. Details are in [this flyer](#).

#### **RETIREMENT AND BENEFITS CONFERENCE: MARCH 20, 2026**

- Mark your calendars for this conference –to be hosted on campus. (Breakfast and lunch included).
- This is the premiere retirement conference in the Southland. You will find it illuminating whether you are at early or mid-career, and planning for a retirement that is years in the future, or your plans are to retire relatively soon.
- Our former FA President, Mitra Moassessi, will be a featured speaker, welcoming your questions and sharing with attendees key information about retiree benefits
- [REGISTER HERE](#)

#### **COLLEGEWIDE BENEFITS COMMITTEE TO LOOK INTO AB190 PT HEALTH INSURANCE**

- AB190 expands current part-time faculty health insurance programs and incentivizes districts by providing up to 100% reimbursement for health care costs. This empowers CC local unions like ours to bargain expanded access to health care benefits for our part-time faculty.
- We’ve been advocating for the district to get the college to participate in this opportunity, as they will be reimbursed entirely for the funds they’d pay out for this coverage. The FA sent a letter to recommend this move to the Benefits committee to get the process moving.
- The FA will be completely transparent in communications with faculty. It’s going to be a long process, but the good news is that it is officially underway.

#### **OFFERS OF EMPLOYMENT - PART-TIME FACULTY**

- This is another topic the FA has been working on for a long time: improving the process for the offers of assignment.

- The FA worked with both IT and HR to more closely fulfill the mandates of the contract about offers of employment.
- HR launched the new digitized offer of employment mechanism within the mProfessor portal (before notifying the FA), so let's treat this first semester in which it appears as the pilot, while we see if there are corrections or improvements to be made. Inevitably, there will be errors in these offers. If that applies to yours, Peter recommends to not accept *or* reject it at the moment but use [this form](#) to describe the error you see.
  - The digitized offer specifies clearly what the PT faculty member will be earning in salary for the assignment being offered (which is determined by the size of the assignment and one's step and column).
  - It's important to note that this does *not* include other kinds of compensation information, such as stipends, longevity, or any other data that involve additional payment
- PT faculty can find posted offers of assignment by logging in to mProfessor and selecting "Human Resources" from the left-hand navigation menu.

### COLLEGE PRESIDENTIAL SEARCH

- The college has chosen a search firm to partner with who will manage and conduct the search.
- FA Leadership and some other parties have been advocating to the Board of Trustees that the search firm should fast track this process and complete the search quickly, as we need new leadership in place as soon as possible.
- The firm that won the contract said that once they get started they will seek input from all the college constituencies and will collect and use that information in a ten-day turnaround. So they seem capable of moving quickly.
- They also intend to have an orientation session with the Board to establish a useful consensus about the search process.

### COLLEGE BUDGET

- At their Feb. 3 meeting the Board of Trustees passed two resolutions:
  - Eliminating already-empty positions in Classified and Management
  - Decided to send "March 15 notices" for over 50 classified staff positions. An amendment was proposed to add to this "Non-Renewal of Employment" proposal every management position listed, and this amendment passed.
- Unfortunately, this development reflects the continuation of the college's propensity to shift the blame and accountability, first onto the backs of faculty, and now on to other groups, like classified staff. This, it should be noted, is against a backdrop of:
  - Poor management of enrollment
  - Permitting our international student numbers to continue to drop while other colleges are on the upswing and even starting to flourish with this student population
  - Generally poor leadership

- Publicly and explicitly, trustees and administrators have said the college needs to grow. They intend to offer more sections and do not intend on firing more faculty or cutting programs. None of them has come to the FA intimating any of these moves. So faculty should be skeptical about doomsday rumors that suggest otherwise.

## NEGOTIATIONS UPDATE

- As negotiations continue, we have a number of table agreements now in place.
  - We've strengthened the language in the contract about academic freedom
  - a new self-evaluation guide in the contract
  - new and clarified leave rights, for you to use your sick leave/personal necessity leave if you are affected by disaster;
  - additions to the safety article;
  - clearer language about overloads;
  - formal addition to the calendar of Cesar Chavez day
  - Context for current negotiations:
    - We firmly believe faculty have been sacrificing for a long time. In recent years, the ranks of PT faculty have been slashed.
    - These trends have had a terrible effect on faculty and students and they must stop
- Meeting with the Negotiating Council
  - Last week, we took the District's proposals to our Negotiating Council who unanimously found them unacceptable
- As negotiations continue, it's best to avoid rumors and predictions
  - Inevitably, these contract negotiations come to an end and a resolution. In the meantime, there's no reason to pay any attention to rumors or fear for your employment. That's a needless source of stress with no basis in fact.
  - As for the timeline, there are too many variables at the moment to predict with any confidence the precise end date for negotiations. If the past rounds of contract negotiations are any guide, it will last anywhere from 8 to 18 months.

In closing, *thank you* for the work you do to keep the Association strong. Please note that our next RA meeting is scheduled for **Thu. March 12.**

Diane Arieff  
SMCFA Recording Secretary | FA Communications

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