

The San Juan College Educational Association Newsletter

April 2022

From the NEA-NM Press Release (March 31, 2022)

Faculty voice prevails in securing first collective bargaining contract

Farmington, N.M. – Guided by a vision to strengthen San Juan College (SJC) through improved working conditions for faculty and a stronger learning environment for students, the San Juan College Education Association (SJCEA) successfully secured its first collective bargaining contract, which goes into effect immediately. After months of negotiations with administration that ultimately led to an impasse, SJCEA presented its case before a federal arbitrator who ultimately ruled in favor of the faculty's proposal.

In response to this outcome, SJCEA President and Professor of Math, Gerald Williams stated, *"I along with my colleagues are deeply committed to the mission of SJC and our students' learning. We believe the arbitrator's decision will allow faculty and staff to better fulfill this mission and strengthen our community."*

San Juan College is not immune from the exodus of educators in New Mexico, which has been intensified by the pandemic. This first contract win is significant because it lays an important foundation for future negotiations to continue improving working conditions to recruit and retain the best staff for students. Williams continued, *"SJC is located far from the other population centers in the state and our ability to retain high quality personnel has a direct impact on learning, and faculty see themselves as the stewards not only of their students' education in the classroom but also of their contributions beyond in the communities they will eventually work and serve in."*

Over the past couple of years, faculty at San Juan have demonstrated resilience and adapted to the challenges from a pandemic that continues to impede learning. Nonetheless, SJCEA will continue to try to work with administration in addressing these challenges.

This first contract is the latest in a series of important inroads by faculty and graduate students across the state that have formed their respective unions for respect and a seat at the table of decision making to strengthen education for all of New Mexico's students.

Want to learn more?

Attend the SJCEA meeting this Friday April 15th 10-11:30 on Zoom

<https://us02web.zoom.us/j/86996940509?pwd=S1k5ZE1VZWNOWHNTNTFCbW14aGRsUT09>

Meeting ID: 869 9694 0509

Passcode: 888524

[see the email Gerald Williams sent on Monday April 4th]

[over]

What are the benefits of this new contract?

- A fair disciplinary procedure and transparent lay-off procedure (RIF based largely on seniority)
- A strong article on non-discrimination
- A clause which prevents probationary faculty from being summarily dismissed mid-contract without cause or chance for appeal
- A recognition of cultural and religious holidays
- An extra day for bereavement
- A 0.5% increase in faculty salary in addition to the recent state increases
- Earlier notification of non-renewal of contract—Dec. 31st instead of March 1st—for fulltime faculty
- Greater opportunity for outside employment if desired
- A stronger statement on and for academic freedom
- The right to speak with media
- The right to speak at Board of Trustee meetings without the 3-5 minute limitations

What are the next steps for the Collective Bargaining Negotiating Team?

- The CBNT is meeting with administration about implementing the 0.5% increase.
- The CBNT is meeting with administration about moving forward with the new contract.
- The sub-committee working on defining roles for leads, chairs and directors is meeting with administration.
- CBNT will prioritize and strategize issues to bargain in the next contract.
- SJCEA is working on membership recruitment to strengthen and build a more comprehensive representation of faculty at the college.
- SJCEA will have elections in the near future to replace officers lost through attrition.

If you are a NEA member, thank you! Each of us working together makes a stronger unit as we have seen through Collective Bargaining. **Not yet a member? Please consider joining today.** NEA-NM is offering a special early enrollment opportunity with some limitations (or you can contact Gerald Williams williams@sanjuancollege.edu):

Early Enrollment: Membership Growth Challenge

Beginning on April 1, 2022 any educator, including past members, will be eligible to join our union for free and not pay dues until September 1, 2022.

We invite all members of the bargaining unit to find out more about the benefits of NEA and to join NEA by using the link through the button below.

[Join Now](#)

