



SJCEA

The San Juan College Educational Association Update November 2021



Collective Bargaining Update

We have had some inquiries about where we are with collective bargaining. The SJCEA negotiating team declared impasse in its negotiations with SJC administration. In April, the team completed all of its proposals and submitted its Last Best Offer for the Collective Bargaining Agreement (CBA) to the administration. After declaring impasse, we proceeded to mediation. The administration did not submit their LBO (Last Best Offer) within the time frame for mediation. This left SJCEA with little choice but to go to arbitration in order to secure the first CBA ever at San Juan College. SJCEA and the administration agreed on an arbitrator and we set the date initially for early November. Unfortunately, due to scheduling conflicts with the lawyers and other parties, the arbitration date had to be pushed back.

We are now set for arbitration on December 9th. The arbitration hearing is a one-day event, and the arbitrator has 30 days to make a decision and choose a contract. Remember that in NM, we have what they call "baseball arbitration" which means one contract is chosen in its entirety. If you're interested, the name comes from one of the first cases like this which involved a baseball union. We think that we'll have a decision before the 30-day period is up and are confident that we'll have a contract in place by Spring semester.

We want to take this chance to thank you all for your continuing support. The collective bargaining team really wanted this to happen a lot sooner, but the work of a first contract is very challenging and time consuming made even more so by the impact of the pandemic. Negotiating the schedules of professors, administrators, lawyers, and arbitrators is also very difficult. Please hang in there with us! We are working so hard to make this happen, and we think it will truly benefit not only faculty but the entire college. Once this first contract is complete, the process will get easier.

Make sure to read the attached May 2021 newsletter as a refresher on what our proposed contract contains. That was our final offer so no changes have been made since then.

What have we been doing in the meantime?

- 1) We've been working hard to negotiate the compensation for Directors, Chairs, and Leads. If you are in one of these positions, SJCEA has contacted you, so make sure to respond. We are working hard to represent you, so please contribute your voice and don't hesitate to contact any one of us.
- 2) We've been in consultation with state and national leaders from NEA to strategize about presenting our LBO contract.
- 3) We continue to support faculty at SJC in different situations, including conflict resolutions and advocacy for safe campus protocols.

Please join SJCEA! Now is the time! The more members we have the better the outcomes will be for everyone. We need your input and your support. In addition to the professional benefits and strength in numbers, NEA-NM offers many individual benefits. Please contact Gerald Williams at williams@sanjuancollege.edu to join. Have a question? Ask anyone of of us!

Co-facilitators: John Hoff, Andrea Cooper, and Gerald Williams

Members of the SJCEA officers and/or bargaining team: Kris Kraly, Gordon DeSpain, Jared Blood, Carrie Elledge, Eric Bateman, Sherri Cummins, Kelly Robison, Lori Cheney, and Jennifer Lewis.

Have a concern or something you'd like us to address in our negotiations? Let us know!

We're here for you!

