

Negotiations (8th session - 11/13/25)

Start – 10:28am

Talk on Remote Work proposal (#11 in SBFA proposal to College)

SBFA presented data and a petition to the college regarding the remote work section of the SBFA proposal. Data presented showed overwhelming support for some form of remote work for our non-classroom constituents.

College: The college is interested in teaching and learning in a face-to-face format. The college strongly feels that people in place should meet with students face-to-face. They also made the argument that chairs approving the remote time could cause a “union members approving union members” scenario.

SBFA: Many of our students already meet with non-classroom faculty, such as advising, in an online format. This added flexibility was viewed as a benefit to students.

College: I don’t see where this helps students. Remote work should be an exception (in an emergency) not an option. College is not interested in expanding remote work.

SBFA: We feel that flexibility could help morale. What can [the college] do to help morale?

College: I can’t speak to morale as I am not on campus. [The college] works to find people who are willing to work to help students. [The College] is not willing to expand on what is in place already with the remote work policy. “With all due respect, there is no problem to fix.”

HR: There is a remote work policy and an inclement weather policy.

College: Why should it be different for [non-classroom] as opposed to the others in the FA?

SBFA: We would not create a special class.

It was also pointed out that FA has negotiated non-classroom holidays that are unavailable to the classroom contingent therefore, the College already designates between the two groups. How would this be different?

College: This would still be difficult. It is not in the other (ESPA/Guild) contracts. There is a college wide policy in place so [the college] is not in favor of putting Remote work into the contract. The remote work policy & other policies could change over time but not interested for the contract.

SBFA: Private companies have remote work. There are people on campus where this [remote work] is being allowed and that is significant because the time is not awarded per the parameters found in the remote work policy in place currently.

College: It should apply to all.

SBFA: It seems that this has been extended to others.

College: “Management doesn’t have rules.” They [management] work at the pleasure of the President and could be fired at any time. You [FA] have protections in place to help protect against that.

SBFA: Doesn’t look like any remote work for us beyond the policy?

College: We are here to bargain with your unit and proposal. The [remote work] policy could be changed or unchanged but we [the College] are uninterested in that today.

CAUCUS – 10:06am

Back in Session – 10:30am

SBFA: Thank you for the discussion. We are willing to revise our proposal to one day per month (7-7.5 hrs per month). We [SBFA] agree that someone that anyone that is full time and working from home is not beneficial to the college. However, we do not believe that the ability to go remote for one day a month for non-classroom employees won't upset the apple cart.

College: We will bring that to the President. However, we [The College] want to reiterate our position that we [the college] do want to move on the economic terms [wages & health insurance] of the proposals. [The College] wants a deal that enhances the economic benefits [for the SBFA membership]. We are now into November and have offered incentives [the college] wants to continue to talk on economics.

SBFA: From the first day of negotiations, Dr. Hawkins had challenged all of us to work on finding a way to modernize the contract. I think just talking about the economics [wages & health insurance] erodes the idea of change and does not address the needs/challenge that Dr. Hawkins gave to the groups.

College: I am hearing the opposite from this group [the college]. We can ask Dr. Hawkins about what he means by modernization.

End of session: 10:39am