

***Compact of Mutual Understanding and Support Between:***

THE CERRITOS COLLEGE FACULTY FEDERATION, AFT-6215  
&  
THE CERRITOS COLLEGE FACULTY SENATE

WHEREAS, the Cerritos College Faculty Federation, AFT-6215 (“Union”) and the Cerritos College Faculty Senate (“Senate”) represent a faculty concerned, first and foremost, with the education of their students and the overall quality of the college at which they work; and,

WHEREAS, the Union and Senate represent a faculty united in its commitment to the principles of faculty rights, academic freedom, fair wages and working conditions, shared governance, democracy, and equity; and,

WHEREAS, the California *Educational Employment Relations Act* and *Code of Regulations, Title V*, prescribe unique yet often significantly related roles for the Union and Senate (see Appendix A); and,

WHEREAS, it is in the best interest of the students, faculty, and college that the Union and Senate work jointly and avoid unnecessary conflict;

THEREFORE BE IT RESOLVED, that the Union and Senate shall cooperate, offer mutual support and advice, and share information, to the greatest extent permissible by law and each organization’s democratic and fiduciary duty; and,

THEREFORE BE IT FURTHER RESOLVED, that the Union and Senate shall each exercise good faith in all dealings with or involving the other organization; and,

THEREFORE BE IT FURTHER RESOLVED, that the Union and Senate shall each refrain from purposefully disparaging, injuring, or undermining the other; and,

THEREFORE BE IT FURTHER RESOLVED, that on matters primarily in the purview of the Union, the Senate shall generally defer, providing information, advice, and support where appropriate; and,

THEREFORE BE IT FURTHER RESOLVED, that on matters primarily in the purview of the Senate, the Union shall generally defer, providing information, advice, and support where appropriate; and,

THEREFORE BE IT FURTHER RESOLVED, that on matters significantly in the purview of both the Union and the Senate, both organizations shall work jointly, cooperatively, and prudently with the goal of developing a unified position, approach, and strategy; and,

THEREFORE BE IT FURTHER RESOLVED, that the Union shall appoint an official Senate liaison who will attend all Senate meetings and officially represent the elected leadership of the Union to the Senate; and,

THEREFORE BE IT FURTHER RESOLVED, that the Senate shall appoint an official Union liaison who will attend all Union meetings and officially represent the elected leadership of the Union to the Senate to the Union; and,

THEREFORE BE IT FURTHER RESOLVED, that on every Union Executive Board agenda, there shall be a regular agenda item entitled “Faculty Senate Report” during which the official Senate liaison, or designee, will share information or make official requests for Union action, on behalf of the Senate leadership; and,

THEREFORE BE IT FURTHER RESOLVED, that on every Senate agenda, there shall be a regular agenda item entitled “Faculty Union Report” during which the official Union liaison, or designee, will share information or make official requests for Senate action, on behalf of the Union leadership; and,

THEREFORE BE IT FURTHER RESOLVED, that a Union-Senate Coordinating Committee be established, with equal representation from each organization, which shall meet on a regular basis; and,

THEREFORE BE IT FURTHER RESOLVED, that this Compact, upon ratification by both the Union and Senate, shall be recorded in each organization’s policy documents and announced publicly to the faculty of Cerritos College; and,

THEREFORE BE IT FINALLY RESOLVED, that this Compact, upon mutual ratification, shall be binding upon the Union, Senate, and each organization’s elected leaders when they act in any official, representative capacity.

## Appendix A

### **FACULTY UNION SCOPE OF REPRESENTATION**

[Section 3543.2(a) of the California *Educational Employment Relations Act*]:

- (1) Wages, hours of employment
- (2) Health and welfare benefits
- (3) Leave, transfer and reassignment policies
- (4) Safety conditions of employment
- (5) Class size
- (6) Procedures to be used for the evaluation of employees
- (7) Procedures for processing grievances
- (8) The layoff of probationary certificated school district employees

### **FACULTY SENATE SCOPE OF PARTICIPTION**

[Sections 53200 and 53206 of the *California Code of Regulations, Title V*]:

- (1) Curriculum, including establishing prerequisites and placing courses within disciplines
- (2) Degree and certificate requirements
- (3) Grading policies
- (4) Educational program development
- (5) Standards or policies regarding student preparation and success
- (6) District and college governance structures, as related to faculty roles
- (7) Faculty roles and involvement in accreditation processes, including self-study and annual reports
- (8) Policies for faculty professional development activities
- (9) Processes for program review
- (10) Processes for institutional planning and budget development
- (11) Other academic and professional matters as are mutually agreed upon between the governing board and the academic senate

**Accepted by Faculty Senate 10-24-06**