

STATE DISABILITY INSURANCE SIDE LETTER

April 7, 2011

Side Letter Between SFCCD and AFT Local 2121 (SDI Election for Temporary Faculty)

Background/Interest

After a change in State law, which now allows temporary faculty to be covered by State Disability Insurance (SDI), the District and AFT agreed to assess options to provide disability insurance to temporary faculty.

Resolution

The parties have agreed to jointly conduct an election for temporary faculty to determine whether there is majority support for SDI coverage, which currently requires a 1.2% deduction from pay, to be effective Fall Semester 2011.

The District will provide reasonable support to AFT to facilitate the election process. Temporary faculty who will be eligible to vote will include all current part-time-temporary and full-time-temporary faculty, including part-time-temporary faculty on approved leaves of absence at the time of election. Employees who have retired and are reemployed as temporary faculty will not be eligible to vote.

If a majority of the votes cast in the election support SDI implementation, the District will implement the program effective Fall Semester 2011 for temporary employees.