

# Article 1

# Recognition

The Los Rios Community College District (District) confirms its recognition of the Los Rios College Federation of Teachers, Local 2279, AFT/AFL-CIO (LRCFT or Federation), as the exclusive representative for the bargaining unit whose membership is composed of all the faculty of the Los Rios Community College District except those who:

- a. primarily perform managerial, supervisory or confidential duties, or
- b. day-to-day substitutes

"Faculty" or "faculty member" means those employees of a community college district who are employed in academic positions that are not designated as supervisory or management. Faculty include, but are not limited to, classroom faculty, librarians, counselors, college nurses, disabled student programs and services professionals, extended opportunity programs and services professionals, coordinators and individuals employed to perform a service that, before July 1, 1990, required non-supervisory, non-management community college certification qualifications. (Education Code §87003.)

Further, the parties agree to meet in an attempt to reach a consent agreement as to any changes in the above-defined unit prior to requesting the Public Employment Relations Board to rule on the matter.