



June 20, 2022

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Faculty Association

Negotiations Update #10

This update is to provide our members with a very general summary of what is happening in negotiations. The Faculty Association (FA) represented the faculty in negotiations on June 13, 2022 from 1:30-5:00 p.m. and exchanged proposals with the District.

Article 7: Salaries

The District gave the FA a revised proposal for Article 7. The proposal was different from the last.

- On May 27th, the District offered 4.92% total for 2021-22.
- On June 13th, the District offered:
 - For 2021-22: 1.61% COLA on schedule retroactive to July 1, 2021 including Appendices. [We previously agreed to 2.31%, so adding 1.61% provides a 3.92% total COLA for 2021-22.]
 - For 2022-23: 1.00% COLA, on schedule, including Appendices retroactive to July 1, 2021. Remaining 5.56% or higher to be negotiated.

The difference of -.15% of the 5.07% State funded COLA is the same as originally proposed. However, as proposed by the District, 1% of that increase is from the 6.56% State funded COLA allocated for 2022-23. We are still in discussion.

Article 8: Benefits

The District revised their original proposal to increase the two-party tier by \$876 annually and the family tier by \$968. Instead, the district is proposing a reallocation of cash-in-lieu and cash back monies to increase two-party by \$2,074 and family party by \$5,298 for their annual benefits cap. This would bring the Faculty up to approximately 90% of the management and CSEA benefits allowances. In addition, the District offered a 6% increase to the allowances initially offered. The District is committed to, in 2022-2023, reopening Article 8 to increase the District contribution for medical coverage to be equal to the management health benefits cap to cover two-party and family tiers. The District will seek authorization to prioritize reopening Article 8 by MOU in summer 2022, which could produce enhanced benefits by fall.

The FA has concerns about the reallocation of the cash-in-lieu and cash back as CSEA groups were allowed grandfathering of the cash-in-lieu and were allowed cash back at the single party allowance level. Although the intention is moving us in the right direction increasing two party and family tiers, we need more District monies allocated to health insurance so that faculty have parity with the rest of the Mt. SAC employee groups. The District proposed a contribution to health benefits for \$190,000.

FA Responses

10.R. Adjunct Rehire Rights. The FA and District have agreement thus far regarding the process for assigning classes that prioritizes seniority with flexibility. Additionally, the faculty proposed that new professors emeriti shall be granted rehire right status and will be granted placement on the rehire rights seniority list.

10.B. Office Hours. Regarding “Report of Service to the College” (H.11.), FA proposed that the H.11 be put on an annual cycle as a counter to the District proposed 2x annually, since managers would like to review the form prior to the end of the academic year. Additionally, we were working on details for the Adjunct office hour pilot but for the most part the District and FA are in agreement on this section.

District Responses

10.G.6 Double Ticket. The District agreed an increased load factor to 1.25 load factor and a .25 stipend would increase equity in the pay structure for Double Ticket Courses, without creating logistical problems. The FA requested that Distance Learning sections are not scheduled as Double Tickets until we negotiate Article 13: Distance Learning. The District is seeking approval for this.

Article 21: Other Forms/Dispute Resolution and Mutual Agreement Process. The District has proposed slight modifications to the definition of Mutual Agreement.

The next negotiations meeting is scheduled on June 29th.

Please direct any questions or concerns to Emily Woolery, President (erwoolery@gmail.com) or Tamra Horton, Vice President (t.horton.fa@gmail.com).

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Sandra Esslinger
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