



July 5, 2022

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Faculty Association

Negotiations Update #11

**** See corrections below in Article 7 update. ****

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 29, 2022 from 3:00-5:00 p.m. and exchanged proposal responses with the District.

Article 7: Salaries. The District gave the FA a revised proposal for Article 7 and the FA countered the District's last proposal. The District offered a total for 5.07% on schedule and applied to the Articles. (Please remember! We received 2.31% of COLA in July 2021, so we would see an increase of 2.76% retroactive to July ~~2021~~ ~~2022~~ **and not compounded**.) The District removed the language to deduct the percentage from 2022-23 COLA allowances. However, they did not offer monies for 2022-23 salaries.

Article 8: Benefits. The District revised their offer and increased the two-party tier to \$16,039 from \$14,593 and the family tier to \$20,609 from \$16,119. The Single Party Tier would remain the same, as it is higher than the allowances of the other group. The CSEA units and managers receive \$18,498 and \$23,766, respectively. This is still short of the CSEA and manager allowance, but it also came with the assurance that we will return to the bargaining table when the District receives additional funds with the objective to reach equitable levels of funding for health insurance and have this settled prior to the start of the Fall. The District also proposed slowly reducing the cash-in-lieu by \$1600 per year until the cash-in-lieu allowance reaches \$3014. They will allow cash back if the allowance is not fully utilized to a maximum of the single party limit, which is already in our contract.

The FA has asked for funding of Health Insurance at the level of the Kaiser LA plan plus all the required dental, vision, and life insurance coverage, which is commensurate to CSEA's contractual formula. The FA proposed that the current cash-in-lieu levels be grandfathered like the other units. The FA also proposed that the health insurance and the cash-in-lieu are automatically calculated annually based on a formula, so health insurance is not funded after the fact.

The FA and the District are still in discussion regarding Benefits, but we are getting closer to the faculty desire to have fully funded two-party and family insurance at the most popular plan in CalPERS.

10.B. Office Hours. The District and the FA discussed our agreements thus far. The FA believes that we are close to a tentative agreement on this article. The FA is working to clarify the language regarding the Adjunct Office Hour Pilot. The FA will propose a modification for negotiations.

Final Review for Tentative Agreements:

Appendix A.10. The District and the FA agreed to revising language that had become out of date regarding salary advancement. All 10, 11, and 12-month employees will be on the same advancement schedule.

10.G.6: Double Ticket. The District and the FA agreed to an increased load factor to 1.25 load factor and a .25 stipend to increase equity in the pay structure for Double Ticket Courses. The District and the FA agreed to maintain status quo scheduling of double ticket DL. Teaching a double ticket was agreed to be voluntary. We will be TAing this section of the contract after final review.

Article 21: Other Forms/dispute Resolution and Mutual Agreement Process. We discussed some clarifications and will be TAing this section of the contract after final review.

The next negotiations meeting is scheduled for July 11th from 1:30-5:00 p.m.

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
Lead Negotiator