



# Faculty Association Negotiations Update #1

## ***STRONGER TOGETHER!***

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 02/22/2024

This update provides our members with a very general summary of what is happening in negotiations. The specifics of any tentative agreements (TAs) will be presented at the Representative Council meetings. Each representative will then share with the department members.

The teams are negotiating the 2023-2024 (Year Two of Three) contract. The first negotiation session was held on January 29, 2024, from 1:00 – 5:00 pm. The second negotiation session was held on February 12, 2024, from 1:00 – 4:00 pm.

The Faculty Association Negotiation Team (FANT) consists of Emily Woolery (Library, President of the Faculty Association), Tamra Horton (English, Literature, and Creative Writing, VP of the Faculty Association), David Mrofka (Earth Sciences and Astronomy), Herschel Greenberg (English, Literature, and Creative Writing), Robin Devitt (California Teachers Association), Benjamin Vu (Short Term Vocational), and Sandra Esslinger (Art History, Faculty Association Lead Negotiator).

The District Team consists of Sokha Song (VP of Human Resources and District Lead Negotiator), Kelly Fowler (VP of Instruction), Tami Pearson (Associate VP, School Continuing Education), Lance Heard (Dean, Technology and Health), Alexis Carter (Senior Director, Labor Relations and Employee Services).

### **Article 7: Salaries**

*Where we stand with this year's salary:*

For the academic year of 2023-24, Mt. SAC has received 8.22% COLA, of which faculty have received 4.11%. In addition, the District was also given a substantial increase to their base allocation in ongoing

funds for 2022-23. We are still a year behind in salary negotiations because the District wishes to negotiate after the fact, while the FA believes you should know what you will be paid before you work or retire. Our first proposal for this negotiation was on Salaries. The FA proposed the following:

FA Proposal on 1/29/2024: The FA proposed that the faculty receive the remaining 4.11% of 2023-24 COLA plus a raise and also proposed salary (COLA plus) for the year 2024-25 to get us back on the proper cycle for negotiations.

District Response 2/12/2024: The District rejected all requests for COLA and salary increases. They cited caution, primarily with the 2024-25 fiscal year with a modest .76% COLA. Additionally, they included concerns about on-campus security, technological enhancements, upkeep for new buildings, inflation related to utilities, supplies, and contractually guaranteed benefits, which eats into the increase in the monies given by the state. Of course, faculty have the same concerns about their buying power.

#### **Article 16: Reproductive Loss Leave**

District Proposal on 1/29/2024: The District proposed this leave as required by current California law.

FA Response on 2/12/2024: The FA has responded by clarifying language and adding access to other paid leaves.

#### **Article 16: Bereavement Loss**

District Proposal on 1/29/2024: The District modified this leave from 3 to 5 days due to a revision to California law.

FA Response on 2/12/2024: The FA has responded by increasing the leave by an additional 2 days (7 days) if extended travel is necessary.

#### **Article 21: Dispute Resolution and Mutual Agreement Process**

District proposal on 2/12/2024: The District proposed removing this article. They stated that Dispute Resolution is covered by BP and AP 3050 in conjunction with Human Resources. They also believe that Mutual Agreement can be resolved through a grievance process. \*\*The mutual agreement process was

recently added to the contract through negotiations as a desired addition to collegially resolving disagreements between a manager and faculty in several areas of our contract.

FA response is pending.

#### **Appendix A: Service Increments (Longevity)**

FA proposal on 2/12/2024: The FA proposed a 15-year service increment (longevity) and converted the increments into percentages to create equity among the other employee groups. All other employee groups have a 15-year longevity increment, and all other employee groups calculate their longevity based on compounded percentages.

District response is pending.

#### **Article 10.B.5: Adjunct Professor Office Hours**

FA proposal on 2/12/2024: The FA has proposed to increase the adjunct professor office hour rate to the non-teaching rate to reflect their professional service to students.

District response is pending.

The teams are scheduled to hold the third meeting on March 1, 2024, from 9:00 am – 1:00 pm. Please direct any questions or concerns to Emily Woolery, President (erwoolery@gmail.com) or Tamra Horton, Vice President (t.horton.fa@gmail.com).

United We Are Stronger!