



Faculty Association Negotiations Update No. 3

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 12/06/2024

We met with the District team for the 3rd time for 2 hours on Friday, Dec. 6th, 2024.

Team members in attendance:

District: Alexis Carter, Lance Heard, Tami Pearson, Koji Uesugi, Kelly Fowler, and Adam Roman

FANT: Herschel Greenberg, Joshua Christ, Emily Woolery, Benjamin Vu, Beta Meyer, and Robin Devitt

District Discussion:

The District identified contract language in the Appendices that needed to be updated based on the ratification of Articles 20 and 21. Language in Forms L.1, M.1, M.2, M.3, and M.4 was discussed, and all “clean-ups” were agreed upon.

FA Responses:

Article 16.N. Banking Leave: The FA responded to the District’s proposed language changes by returning to the original contract language in 16.N.12 and moving the FA’s newly written statement to 16.O.5.f “Use of Banked Leave” instead. The FA’s response clarified the use of banked leave cannot exceed a professor’s contractual load in any term. The District will review the new sentence, but agreed with the proposed location.

FA Proposals:

Article 7.A.1: Pass-Through COLA: The FA proposed new contract language granting pass-through COLA beginning with the 2025-2026 contract. The pass-through COLA will atomically be applied to all salary schedules and appendices, excluding Appendix F, whenever the COLA is greater than 0%. It is worth noting that other colleges already have pass-through COLA in their contracts. The District did not ask any questions.

Article 8.F: Adjunct Health Benefits: The FA proposed new contract language that will allow Mt. SAC to utilize the 100% reimbursement program created by California. Education Code sections 87860 through 87868 created a state funded reimbursement program for all community colleges in order to fund adjunct health care coverage. The 2023 Budget Act set aside over \$200 million in funds and created a 100% reimbursement program to those community colleges that meet specific criteria. The criteria and the funding process are outlined on the Chancellor's Office website (<https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/College-Finance-and-Facilities-Planning/Fiscal-Standards-and-Accountability-Unit/Part-Time-Faculty-Health-Insurance-Program>). The FA proposal follows the standards set by the Chancellor's office in conjunction with other colleges already using this program. The District team asked a few questions; however, the District team has members already familiar with the program's requirements and understood the proposal's intent.

Next Negotiations

The next negotiations meeting is set for Friday, Jan. 10th from 9:00am – 11:00am.

Happy Holidays Everyone!