



# Faculty Association Negotiations Update #1

## ***STRONGER TOGETHER!***

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 11/4/2022

This update is to provide our members with a very general summary of what is happening in negotiations. The specifics of the TAs will be presented at Rep Council. Each representative will then share with the department members.

The first negotiations session was held on November 4, 2022 from 9:00am-1:00pm.

The Faculty Association Negotiation Team (FANT) consists in Tamra Horton (English, VP of the Faculty Association), David Mrofka (Geology), Herschel Greenberg (English), Robin Devitt (CTA), and Sandra Esslinger (Art History, Faculty Association Lead Negotiator).

The District Team consists of Sokha Song (VP Human Resources and Lead Negotiator), Tika Dave-Harris (Associate VP of Human Resources), Tami Pearson (Dean, Continuing Education), Tammy Knott-Silva (Associate Dean, Kinesiology, Athletics and Dance), John Vitullo (Associate Dean, Natural Sciences), Delana Miller (Chief Fiscal Services Officer).

These negotiations began differently than past negotiations. The first meeting typically focuses on the process and salaries are discussed late in negotiations. COLA is 6.56% and the District was given a substantial increase to their base allocation in ongoing funds. It has been said that this was the budget of our careers. With the struggle we had last year to get full COLA, the District and the FA agreed that the District would begin negotiations with a salary proposal.

The District brought forth two proposals, Article 7: Salaries and Appendix A.9.C.

**District Proposals:**

Article 7: Salaries: The District offered their proposal for salaries for 2022-23. The District is proposing 3.28% COLA retroactive to July 1, 2022 with the remainder of the 2022-23 State COLA plus additional monies to be negotiated in February 2023 as this is when the District shall have information on the First Principal Apportionment (P1).

Additionally, the District is proposing modification of sexual harassment prevention training requirements per Senate Bill No. 493 and California Government Code 12926(t), which requires employees in a supervisory capacity over other employees to have an additional hour of sexual harassment prevention training every other year, for which the District will pay professors at the non-instructional rate.

Appendix A.9.C MOU: The District proposed this as an MOU so that it could be implemented immediately and is to the benefit of faculty.

The MOU is proposed to expand the contractual allowance for what can be applied toward educational and professional credit for salary placement, advancement, and PGI by removing “regionally” accredited and changing it to “nationally” accredited. Requirements for consideration for international degrees were also considered. We agree with the proposal and are working through the final language together.

We set our agenda for the next meeting.

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

Stronger Together!

Sandra Esslinger, Lead Negotiator