



August 11, 2022

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## Faculty Association

### Negotiations Update #12

This update is to provide our members with a very general summary of what is happening in negotiations. It includes updates from negotiations sessions held on July 12, July 19, and August 8.

#### **Article 7: Salaries**

**July 19:** The FA responded to the District's proposal. The FA has asked for COLA for 2022-23, but has accepted the District's offer to make complete our COLA for 2021-22.

**August 8:** The District and the FA agreed that the faculty will receive the balance of 5.07% COLA (2.76%) for 2021-22 retroactive to July 1, 2021. The District stipulated in the intent language that it will open 2022-23 negotiations with a proposal for Salaries with the understanding that state funded COLA will be at least 6.56% and that we will be negotiating 6.56%, plus additional monies.

#### **Article 8: Benefits**

**July 12 & 19:** The District formally proposed their July 17, 2022 revision of their Benefits response. They brought in a guest to discuss the nuances of the proposal regarding monetary allocations primarily. This proposal was for benefit year 2022-23 where the allowances for two party and family party tiers would be increased to 93.3% parity to other groups. Two-party would be increased from \$14,593 to \$17,259 and family would be increased from \$16,119 to \$22,178. The District is committed to reopen Article 8 in summer 2022 to increase the District contribution for medical coverage to be equal to the management benefits cap to cover two-party and family tiers. The district proposes a reduction of cash-in-lieu would be reduced by \$1600 per year for three years until the final amount of \$3,014 would be reached. Those opting out starting in 2022-23 would receive a maximum of \$3,014 per year. Other groups were grandfathered, but do not have cash-in-lieu as a current option.

**August 8:** The District agreed to amortize the opt out reduction over 5 years and will take into consideration increases in dental, vision, and life to maintain a fair opt out allowance. This will be addressed in the summer 2022 reopener. The FA and District are reviewing the TA language.

#### **Article 13: Distance Learning**

**July 12:** The District offered a modified proposal that included a regular and substantive interaction (RSI) audit of Distance Learning courses conducted by the division dean or designated educational administrator and coordinated by the Instruction Office with the DL committee.

**July 19:** The FA and the District continued discussion of the RSI audit proposal.

**August 8:** The District presented a proposal that utilized an existing part of the contract (13.A.4), which certifies regular and effective contact. The FA will respond at the next scheduled meeting.

## Appendix A5 and A7

**July 12:** The District proposed postponing addressing increases to the earned degrees to the next round of negotiations. Additionally, the District stated that they are not in agreement to add a 15-year or 20-year service increment.

**July 19:** The FA countered the District asking to increase stipends associated with earned degrees as this has a minimal cost to the district. The FA again countered with the establishment of a 20-year service increment in exchange for the underutilized 35-year increment as a start to bring equity with other bargaining units.

**August 8:** The district refused the FA counter. The FA will respond at the next negotiation session.

## Tentative Agreements

- **Article 7:** The faculty will receive the balance of 5.07% COLA (2.76%) for 2021-22 retroactive to July 1, 2021. The District stipulated in the intent language that it will open 2022-23 negotiations with a proposal for Salaries with the understanding that state funded COLA will be at least 6.56% and that we will be negotiating 6.56%, plus additional monies. (TA #11-signed.)
- **Article 10.B:** Adjunct will receive \$35 per hour for office hours, with agreement to revisit an increase to \$40 in next year's negotiations. Adjunct may participate in an office hour pilot with priority given to greater load. Each adjunct accepted into the pilot will receive an additional 8 hours of office hours. There is a limited pool, so not all adjunct will be able to participate. (TA #8-reviewing language for signature.)
- **Article 10.M: Department Chairs:** Department Chairs may have synchronous virtual office hours during intersessions with mutual agreement between the faculty member and their dean or educational administrator. Additionally, monthly meetings with the Division Deans or Instruction Office have been limited to no more than two hours per month. Finally, the District and the FA agree to re-evaluate the chair position during the next negotiations with special attention to intercession duties and compensation. (TA #7-signed.)
- **Article 10.R: Rehire Rights:** Adjunct seniority was clarified in the contract and a list will be maintained by Human Resources. The process for adjunct scheduling was tied to the seniority list. A professor emeriti position was awarded to retired full-time faculty where they will be given rehire rights and placed on the seniority list. (TA #9-reviewing language for signature.)

The next negotiation session is scheduled on August 17 from 9:00 a.m. – 12:00 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