

How Did We Get Here?

1. **September 2018 - February 19, 2019** - Negotiations team met weekly to develop initial proposal.
2. **March 1, 2019 - November 1, 2019** - face-to-face negotiations with district management began and ended without an agreement.
3. **November 4, 2019** - District unilaterally declared impasse.
4. **January 31, 2020 - March 18, 2020** - mediation began and ended without an agreement.
5. The negotiations team has continued to meet to review district proposals, budgets, and develop counter proposals.

Steps to a Strike

Member Involvement

- Job Actions
- Pressure
- Escalation
- Solidarity Actions
- Active Engagement



Bargaining Activities

- Factfinding/Mediation
- Community Engagement
- Research/Education
- Active Bargaining

Active Engagement	Solidarity Actions	Escalation	Pressure	Job Action
<ul style="list-style-type: none"> • Participate in surveys • Attend informational meetings • Stay informed • Share information • Show visible support for the team • Wear "Black" • Attend Board Meetings 	<ul style="list-style-type: none"> • Worksite meetings • Petitions • Sticker Day • Wear "Black" • Attend Board Meetings • Hold Rallies 	<ul style="list-style-type: none"> • Picketing • Meetings with community • Letters to the editor • Yard signs • Press events • Candlelight vigil 	<ul style="list-style-type: none"> • Work-to-rule • Limited job actions • Secondary-site picketing • Media coverage • Billboards • Advertising 	<ul style="list-style-type: none"> • Work-to-rule • Partial strike • Full strike • Sympathy strike • Continued media coverage • Increased picketing

If you have questions about what you can and cannot do on behalf of your negotiating team, or how you may help support the team, please contact the AFT Local 1828 union office at (805)987-1188

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Impact of COVID-19 Pandemic On Negotiations.

- ▶ Rapidly declining state revenues due to shutdown of economy.
- ▶ Millions of people have lost their jobs and health insurance.
- ▶ Situation is changing on a daily basis.
- ▶ Future impacts are impossible to predict.
- ▶ Almost all of Year 2 and Year 3 of District's salary proposal is paid for with degradation to full-time faculty and retiree benefits by switch to CalPERS.

District Actions

- ▶ District is negotiating in bad faith. AFT has filed numerous allegations with PERB.
- ▶ District (Gillespie, Kennedy, Perez, Mckay) refused our request to postpone negotiations until September.
- ▶ Dr. Gillespie falsely reported that faculty anthem plan increased by 15%. The actual figure is 10%.
- ▶ District is going to impose CalPERS
- ▶ Fact-finding is scheduled for May 20, 2020.
- ▶ Fact-finding is the last step before district could impose contract.

District's Last and Final offer

- ❖ **Year 1** - 2% raise effective the first payday after BOT approval of the Agreement. (It is not retroactive to July 1, 2019)
- ❖ 1-time off-schedule payment of \$2,410 per faculty member
- ❖ **Year 2** - 6% raise effective July 1, 2020 assuming switch to CalPERS on July 1, 2020.
- ❖ **Year 3** - 2% raise effective July 1, 2021
- ❖ Cap on district contribution to health benefits would start at end of the agreement. All increases in health benefits would be paid by employees unless negotiated otherwise.
- ❖ Other items (Admin Approval of sabbatical requests, new eval forms for coaches, department chairs, abolish negotiations procedures, remove VCCCD retirees for longevity list after 4 semesters).

Options to Consider

Option 1 - Reject District CalPERS Proposal and Continue to Fight for Raise While Maintain Current Anthem Plan

- ▶ Likely outcomes:
 - ▶ Fact-finding will fail to produce an agreement
 - ▶ District will attempt to impose last and final offer.
 - ▶ We would either accept it or go on strike.
 - ▶ No public support due to rapid decline in the economy
 - ▶ Imposed contract would contain more losses than a contract we could negotiate.

Option 2 - Negotiate/agree on switch to CalPERS with salary increase prior/during to fact-finding.

- ▶ Likely outcomes
 - ▶ Due to changing economic & health challenges with COVID-19, settlement would be close to district's offer with respect to salary.
 - ▶ District's offer does not match minimum salary that faculty indicated they would accept in survey.
 - ▶ Settlement is likely to be on better terms than imposed last and final offer.

Review of CalPERS Survey Results

- CalPERS survey was done prior shutdown of economy due to Covid 19 pandemic.
- 443 Faculty responded to the survey (62% were FT, 38% PT)
- 64% of respondents indicated support for agreeing to CalPERS in exchange for substantive raises, progress on lecture/lab, PT office hours.
- [CAhttps://www.calpers.ca.gov/page/active-members/health-benefits/plans-and-rates](https://www.calpers.ca.gov/page/active-members/health-benefits/plans-and-rates)
- [https://go.boarddocs.com/ca/vcccd/Board.nsf/files/BACB4V78DA8F/\\$file/3-19-2019%20Board%20Meeting%20Presentation%20\(AFT%20SEIU\)%20v2.pdf](https://go.boarddocs.com/ca/vcccd/Board.nsf/files/BACB4V78DA8F/$file/3-19-2019%20Board%20Meeting%20Presentation%20(AFT%20SEIU)%20v2.pdf)

QUESTIONS?