

Negotiations Update #10
August 8, 2019

We met with the District on Thursday, August 8 and began the session by asking clarifying questions about their latest proposal in Article 5 (Workload and Assignments). Additionally, we presented our initial proposal on Article 3 (Salary).

Our proposal contained salary schedule increases that would raise the faculty salary schedule from ranking 70th out of 72 California Community College Districts to ranking number 5 in the state and first in our local region (LA, Santa Monica, Pasadena, Santa Clarita, and Santa Barbara Community Colleges). This was a three year proposal which, after the proposed raises over the next three years, would close the incredible 45 percent gap between our district and the top 5 Community College Districts in the state of California. This proposal does not take into consideration any subsequent COLA or negotiated raises achieved by other districts in the state. The proposal consisted of a 15 percent increase in year one, a 15 percent increase in year two and a 15 percent increase in year three. Both full-time and part-time salary schedules were included as were faculty hourly rates. In summary, the AFT is proposing a 45 percent increase in salaries spread out over the coming three years with the intent that our faculty are fairly compensated and we are able to attract and retain high-quality faculty. We have attached our proposal on Article 3 so you can review the details.

The district attacked the proposal and stated they have no trouble recruiting or retaining faculty with the current compensation package and claimed they would need to spend their reserves just to maintain current compensation. The AFT's position continues to be that the District is in a strong financial position and can easily afford increases in faculty compensation, if the district believes it is a priority.

Our next negotiations meetings are scheduled for August 28 and September 6.

In Unity,

AFT Local 1828 Negotiations Team

AFT Local 1828 Team Members Present: Steve Hall, Angela Wilkins (MC), Mary-Pat Huxley (VC), Richard Williams (OC), Michael Sheetz (Executive Director), and Leo Orange (OC).

Management Team Members Present: Draza "Merv" Mrvichin – District's Chief Negotiator, Howard Davis (MC), Leah Alarcon (OC), Laura Barroso (District HR) Cathy Bojorquez (VC), Laura Galvan.