

Negotiations Update #12 September 13, 2019

The meeting began with AFT providing a counterproposal on Article 8 (Leaves). We withdrew our proposals related to the Voluntary Sick Leave Pool and we are now in mutual agreement with the district on acceptable uses for sick leave and the conditions on which the district can require a doctor's note.

Afterwards, the district gave us a 1 page "settlement proposal" which was still incomplete, not in contract language and did not respond to issues we have proposed in Article 3 & 4. Please review the attached district "settlement proposal" and see for yourself. The only movement was the proposed effective date of their compensation from 1 year from when the agreement is signed to being effective July 1, 2020 and July 1, 2021. All of their other proposals remained unchanged.

Dr. El Fattal (Vice-Chancellor of Business Services) provided peripheral information, but not critical information, related to savings of switching to CALPERS, versus the cost of the proposed salary increase. In summary, the district was unable to provide AFT with a cost estimate of their own proposal and couldn't answer many of our other questions that we emailed to them on September 3rd. This information is critical to moving negotiations forward so both sides can have a shared understanding of the cost of each other's proposals.

NOTE: The district has also yet to demonstrate its even viable for us to join CALPERS due to contractual obligations to retirees and major issues related to Medicare. They have also not included any written proposal related to PT faculty or Tier 1 retirees.

The District's chief negotiator then shocked us by informing us that he is considering declaring impasse. We stated that both sides were still at initial proposals for salary and reminded them again the district has not provided critical information related to the costs of proposals that both parties would need to negotiate and that their proposal is incomplete. Also, AFT was under the impression that there were a number of items in various articles on which forward progress was likely. This action by the district certainly calls into question whether or not they are bargaining in good faith.

We agreed to meet again on Tuesday October 1, 2019 at the district office where we are expecting to receive the balance of the information previously requested. Lastly, we have attached our latest proposal for Article 8 for our review (green coloring indicates agreement with district, yellow is AFT proposals not agreed to by district).

In Unity,

AFT Local 1828 Negotiations Team

AFT Local 1828 Team Members Present: Steve Hall (OC), Angela Wilkins (MC), Richard Williams (OC), Michael Sheetz (Executive Director), Mark Fronhauer (Budget Analyst) and Leo Orange (OC), Keith Johnson (OC/VC), and Marnee Melendez (MC)..

Management Team Members Present: Draza “Merv” Mrvichin – District’s Chief Negotiator, Howard Davis (MC), Laura Barroso (District HR) Cathy Bojorquez (VC), Laura Galvan, and Damien Pena (VC).