

Negotiations Update #13 October 1, 2019

The meeting began with the District giving us a counterproposal on Article 5 (Workload and Assignment) which included minor changes to their proposal regarding their desire to remove district retirees, who continue to teach part-time, from the longevity list.

As we have previously informed you, we have repeatedly asked the district to put their salary and benefits proposals in contract language. Finally, the district provided a counter proposal on Article 4 (Health and Welfare Benefits) in actual contract language. Their counter proposal included:

- The only medical benefits option the district has proposed is essentially the “CalPERS Choice” plan, which is not comparable to our current Anthem plan in many critical areas. No significant changes to the original terms of their proposal were made. Faculty would also have the opportunity to choose a HMO plan such as Kaiser.
- The District would pay the CalPERS premiums for CalPERS Choice and Kaiser, until the end of the agreement at which time the district’s contribution would be subject to negotiation (2022). (This is essentially a cap on the District’s contribution).
- The District also proposed changes and clarifying language in Article 4.7 and 4.8 regarding retiree healthcare benefits. This is a complex clause and we are currently reviewing this language in conjunction with legal counsel. (see attached proposal excerpt for details).
- For non-contract faculty the initial eligibility requirement to participate in a district health plan would be the same, however, once qualified, non-contract faculty would be eligible to continue coverage as long as they maintain an average load of .33 during the academic year.
- The proposal increases the limit on total non-contract faculty who may be covered from 81 to 125.
- The District has proposed to contribute \$200 per month per non-contract faculty member towards purchasing health benefits. Under the current CalPERS premium structure, the net cost to the non-contract employee for participation in the plan would be \$445 per month for the Kaiser HMO under CalPERS.
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The district did not provide a proposal for salary and said it would be ready for the next meeting.

Dr. El Fattal (Vice-Chancellor of Business Services) returned to provide us with more of the information we had asked for, but that the district had failed to provide at our previous meeting. They also provided us with information that demonstrates that their proposal, excluding the one-time off-schedule bonus, would have a net savings of \$2.9 million in year two and \$1.3 million in year three for all employees and we have asked for these figures to be broken down for faculty only (See attached).

They also refused to calculate the cost of several of our proposals, including the proposal to increase the rate for lab hours (currently lowest in the California), part-time office hours, paying non-credit classes at the lecture rate. The District’s justification for refusing to provide us with information was that they had no interest in any of these issues and therefore would not expend valuable district resources to do the necessary research to answer these questions.

Our negotiations team spent the rest of the day reviewing the information provided and developing a list of follow-up questions instead of developing a counter proposal for Article 5. We agreed to meet again on October 18 and 25.
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 Marnie 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, Leah Alarcon (OC), Jim Dembowski (Interim Vice-Chancellor of Human Resources), and Damien Pena (VC).