

Negotiations Update #14  
October 18, 2019

The meeting began at 11:30am with the District giving us a counterproposal on Article 3 (Salary) in contract language. Their salary proposal continues to be contingent upon acceptance of their Article 4 (Health & Welfare Benefits) requirement that degrade FT faculty health benefits by joining CALPERS. A summary of the proposal is below:

**District Proposal:**

Year 1 – Removed the 3% off-schedule 1 time payment and replaced it with a 2% on-schedule raise. However, the effective date is the first payday after approval of the agreement (not retroactive to July 1).

Year 2 – Effective, July 1, 2020:

Degrade full-time faculty health benefits by joining CALPERS. Use savings from cut to health benefits to pay for 6% on-schedule increase.

Note: District actually saves money in this year of the proposal. Also, for full-time faculty who use Anthem PPO, out of pocket expenses with CalPERS would be higher, likely making this a “net loss” proposal for individuals with major illnesses or injuries.

Year 3 – 2% on-schedule raise which is mostly paid for by joining CALPERS.

**Bottom line:**

- The net cost to the district for Year 2 and 3 from the new proposal is near zero (district savings from proposed move to CalPERS are near sufficient to cover the proposed salary increases).
- District would also keep all new revenue from the new California Community College funding model for the duration of the contract including COLA.
- District would impose a cap on its contribution to full-time faculty health benefits at the end of the agreement.
- District did not respond to other AFT proposals in Article 3 related to advancement of the salary schedule for CTE faculty, longevity increment for non-contract faculty, and other items.
- This reflects very little movement from their previously proposal.

After receiving their proposal, we asked the district to cost out their proposal. We received the information 90 minutes later and were forced to spend a considerable amount of time reviewing it because the data was inconsistent with previously received information. We

agreed to meet again on Friday, October 25 where AFT will be presenting our counter proposal to Article 3 & 4.

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), Leo Orange (OC), Keith Johnson (OC/VC), Mary-Pat Huxley (VC) and Marnie Melendez (MC).

Management Team Members Present: Draza “Merv” Mrvichin – District’s Chief Negotiator, Howard Davis (MC), Cathy Bojorquez (VC), Laura Galvan, Jim Dembowski (Interim Vice-Chancellor of Human Resources), and Damien Pena (VC).