

Negotiations Update #15
October 25, 2019

The meeting began at 9:30 and we submitted our counter proposal on Article 3 (Salary) to the district. Our proposal would move us from a ranking of 70th out of 72 in the state to a ranking in the top 25% of all districts in the state. Our proposal specifically calls for 10 percent raises in years 1, 2 and 3 consecutively. This showed substantial movement from our initial proposal of 15 percent each year for 3 years.

We rejected the district proposal to degrade full-time faculty health benefits by moving to CALPERS, however, we reaffirmed our commitment to complete the work of the AFT/Management Health Benefits committee to research health plan alternatives to our current plan and CalPers. Furthermore, ongoing concerns over the limited information we have over the actual feasibility of the transition to CalPers and in light of the recent information we have received from other health benefits providers, the forced transition to CalPers would not be in the best interest of our faculty at this time.

AFT ATTEMPTS TO CREATE PATHWAY TO SETTLEMENT IGNORED BY DISTRICT

Once again, we tried to initiate a conversation that could possibly lead to a settlement, however, the district showed no interest. We simply suggested reverting back to existing language on non-monetary items, provide a guarantee that any savings on medical benefits would go to salary, and then try to settle on a salary increase for Year 1. We also mentioned the recent news that efforts were announced to place a statewide ballot initiative on the November 2020 ballot, if approved by voters, would bring millions of dollars to the VCCCD in the middle of the agreement. Obviously, this possible huge injection of money to the VCCCD in the middle of a 3-year agreement would make it problematic for either party to reach a salary agreement in Year 2 or 3. The district team expressed no interest in any of our proposed ideas to reach a settlement and suggested none of their own.

DISTRICT PROVIDES COUNTER PROPOSAL - THEN REFUSES TO COMMIT TO SCHEDULING FUTURE NEGOTIATIONS MEETINGS

The only movement was the addition of a one-time off-schedule bonus of \$2,410 for each faculty member which would be payable at the commencement of health coverage by CalPers in 2020. Their proposal on salary continues to be entirely contingent upon our acceptance of the CalPers health plan. Furthermore, the district continues to ignore all the other monetary items such as (increasing load values for labs credit, PT faculty office-hours, pay for non-credit classes etc.).

Lastly, the district stated its expectation that the AFT negotiations team will promptly bring their latest offer to the AFT Executive Council and that both bodies would officially notify the District's Chief Negotiator whether or not we would accept their offer by noon on November 1, 2019 (see attached). If we accept their offer on Salary & Benefits, then district proposal states bargaining would continue on other items. If we reject it, district refused to state what they would do and also refused to commit to scheduling further

meetings and expressed disinterest in seeing any further counter proposals. AFT continues to question whether the district is sincerely interested in reaching an agreement.

More details will be provided at the AFT Executive Council meeting on Friday, November 1, 2019 at 1:00pm. We strongly encourage you to attend to learn the latest of what's happening in negotiations and what you can do to earn a fair settlement.

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), Mary-Pat Huxley 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, Jim Dembowski (Interim Vice-Chancellor of Human Resources), and Leah Alarcon (OC).

Summary of Salary & Benefit Proposals

District Proposal:

Year 1 – 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.

Effective the payday after the provision of medical plan benefits through CALPERS a one-time, off-schedule, lump sum payment of \$2,410.

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 also keep all new revenue from California Education State Ballot Initiatives which could result in millions of dollars for the VCCCD.
- District would impose a cap on its contribution to full-time faculty health benefits at the end of the agreement.
- Once again, 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.

AFT Proposal

- (See first paragraph above)
- Retain current health benefits plans

Part-time faculty Kaiser plan: Reduce non-contract faculty contributions to \$100 per month for the high plan and \$50 per month for the low plan.