

NEGOTIATIONS UPDATE



DISTRICT UPDATE ON NEGOTIATIONS WITH CERRITOS COLLEGE FACULTY FEDERATION (CCFF)

DECEMBER 6, 2018

The District met with CCFF on November 19. We were scheduled to meet on November 30 but both parties agreed to reschedule the meeting to December 10. The Assignment Article will be the core of the discussion at the first meeting in December.

CCFF gave its original **Assignment Article** proposal to the District on November 16, 2017. Their proposal consisted of several sections including duties and responsibilities, scheduling, overload, and stipends. After several negotiations meetings, both parties have been able to agree in several sections of the article. However, there are still areas that need additional work to be completed.

The Counselors workload presented by CCFF to the District states:

- 5.7.2 Workweek: Each unit member who is a full-time counselor will have 33 basic assignment hours and 7 professional activity hours for a total of 40 hours per week. Counselors can opt to work a 4 or 5 days week and counselors may elect to have a variable schedule each week, as long as the schedule is approved by the area manager.

The Librarians workload presented by CCFF to the District states:

- 5.8.2 Workweek: Each unit member who is a full-time librarian will have 33 basic assignment hours and 7 professional activity hours for a total of 40 hours per week. Librarians can opt to work a 4 or 5 days week and librarians may elect to have a variable schedule each week, as long as the schedule is approved by the department chair.

To reiterate, the above-recommended workweek breakdown language was proposed by CCFF, not the District. Contrary to the assertion that the District wants to increase the scheduled working hours for counselors and librarians, the District simply accepted the workweek definition provided by CCFF on November 16, 2017 (5.7.2 for Counselors and 5.8.2 Librarians).

We hope that negotiations continue to move forward during the next sessions.

Below, is a summary of current District salary and benefits package proposal:

| Item | Full-Time | Part-Time |
|-------------------------------|--|---|
| Salary | <p>4.21% on the salary schedule. In addition, a one-time off-schedule amount equal to 1% of his or her 2018-2019 base salaries.</p> | <p>a) Part-time Parity: District accepted the New Instructional Part-Time Faculty Salary schedule proposed by CCFE, which includes parity and derives from the full-time faculty salary schedule.</p> <p>b) 4.21% on the Non-Instructional Part-Time Faculty Salary Schedule and add two progression steps (5 and 6) on the schedule.</p> |
| Health Care Benefits | <p>The District agreed to cover health care premiums above the \$23,500 cap for calendar year 2019. A proposed revenue-sharing formula covers the excess premiums in Years 2 and 3.</p> | <p>The District will maintain a pool of funds up to \$100,000 per fiscal year toward the reimbursement of medical and dental insurance expenses for eligible part-time faculty. Eligible part-time faculty can request reimbursement for up to \$1,000 for medical and dental insurance expenses per semester (fall and spring).</p> |
| Early Retiree Benefit Program | <p>The District agreed to an Early Retiree Benefit Program with a maximum District contribution towards the District's CalPERS medical plan of \$15,000 per fiscal year for full-time faculty unit members who retire from the District who are at least 62 years of age and have at least 20 years of continuous service with the District.</p> <p>Entitlement to retiree benefits under this Early Retiree Benefit Program shall end when the retiree turns 65 years of age.</p> | |
| Retiree Health Benefit | <p>The District agreed to increase the amount of its monthly contribution towards retiree medical to \$300.</p> | |
| Ancillary Rate | | <p>\$30.00/Hour (attend department and division meetings, mandatory training, and development of SLOs)</p> |

Revenue Sharing Formula (Year 2 and 3 of Proposed Agreement):

The District agreed to meet and negotiate the development and implementation of a revenue sharing formula for 2019-2020 and 2020-2021. Further details must be finalized in a MOU signed by both parties.