

NEGOTIATIONS UPDATE



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

NOVEMBER 1, 2018

The District and CCFF resumed negotiations last Friday after a series of sidebar meetings to discuss economic issues, including salary and benefits. There has been, and continues to be, a meaningful exchange of ideas and concerns, and we have reached tentative agreements on several articles. However, the parties are still apart on a few substantive issues.

The District presented to CCFF a salary and health and welfare benefits proposal at their meeting on October 30, 2018. The proposal memorialized what the District already offered during the sidebar discussions. CCFF countered and we are still apart 0.5% on salary.

The District comprehensive package proposal included:

Salary

Full-Time Faculty: 4.21% on the salary schedule. In addition, a one-time off-schedule amount equal to 1% of his or her 2018-2019 base salary.

Part-Time Faculty Salary:

- a) Part-time Parity: District accepted the New Instructional Part-Time Faculty Salary schedule proposed by CCFF, which includes parity and derives from the full-time faculty salary schedule.
- b) 4.21% on the Non-Instructional Part-Time Faculty Salary Schedule and add two progression steps (5 and 6) on the schedule.

Health Care Benefits

Full-Time Faculty: 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.

Part-Time Faculty: 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).

Revenue Sharing Formula (Years 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.

Early Retiree Benefit Program

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. Entitlement to retiree benefits under this Early Retiree Benefit Program shall end when the retiree turns 65 years of age.

Retiree Health Benefit

The District agreed to increase the amount of its monthly contribution towards retiree medical to \$300.

Although there has been considerable progress, the parties still have work to do and will continue negotiations this week.

More District updates will be provided as we move forward in the process.