

Moving Forward Together

Below is a summary of the progress made between the District and CCFF towards finalizing the 2021-2024 Collective Bargaining Agreement. There has been a great deal of time and dedication provided by both parties, and the District is pleased to share about the steps that have taken place as they approach the final stages of negotiations.

As progress continues, please check back to find additional updates listed on this page.

District/CCFF Negotiations Timeline:

I. Reopening the Collective Bargaining Agreement

- At the December 16, 2020 Board of Trustees meeting, [CCFF's initial proposal for the July 1, 2021 – June 30, 2024 District/CCFF Collective Bargaining Agreement](#) was received for review.
- At the January 20, 2021 Board of Trustees meeting, [the District's initial proposal for the July 1, 2021 – June 30, 2024 District/CCFF Collective Bargaining Agreement](#) was received for review.

II. District/CCFF Negotiations (February 2021 – March 2022)

- District/CCFF negotiation sessions began immediately on February 5, 2021 following the Board of Trustees' ratification of both parties' initial proposals.
- After 25 productive negotiation sessions over the span of one year, on March 10, 2022, both parties collectively agreed they would each declare impasse to receive assistance from a neutral third party to come to an agreement on the 10 remaining open Articles, including the economics package.
- At the time impasse was granted by CA Public Employment Relations Board (PERB) on March 15, 2022, the following milestones had already been met by both parties:
 - **28 tentative agreements were reached out of the 38 total Articles reopened and/or proposed between both parties. This means that before both parties declared impasse, almost 74% of the collective bargaining was completed for the 2021-2024 successor agreement between the District and CCFF.**
 - **In October 2021, a Health and Welfare Benefits Extension Memorandum of Understanding (MOU) was executed so that the District would continue to pay any cost in excess of the District's maximum contribution for the medical plan chosen by full-time faculty members through 2022.**
 - **In March 2022, a 16-week Calendar Memorandum of Understanding (MOU) was executed.**

III. Mediation (April 2022 – Current)

- [April 12, 2022](#) - Mediation Session #1 was held via Zoom with the District, CCFF, and the PERB appointed-mediator.

- April 19, 2022 - Mediation Session #2 was held via Zoom with the District, CCFF, and the PERB-appointed mediator.
- April 26, 2022 – The negotiation teams held a side-bar negotiation session to discuss the non-economic proposals, and the following was accomplished as a result:
 - **A tentative agreement was reached on changes to the Part-Time Faculty Medical Reimbursement Program.**
- April 29, 2022 - the parties participated in an in-person mediation session for Mediation Session #3 with the District, CCFF, and the PERB-appointed mediator. The following was accomplished as part of this mediation session:
 - **A PRT Task Force Memorandum of Understanding (MOU) was executed to outline the agreement on developing a Student-Centered Scheduling Standard Operating Procedure Handbook.**
- May 13, 2022 – A side-bar negotiation session took place to focus on the economic proposal.
- May 26, 2022 – An additional side-bar negotiation session took place to focus on the economic proposal.
- May 31, 2022 – at Mediation Session #4, the District offered a counter proposal for the economics issues, which remains on the table. Main components of the District's counter proposal include:

Salary Increases:

- **18% in increases** over three years for full-time faculty and part-time faculty (non-instructional), broken down as follows:
 - Year 1: 3.5% + 3% one time
 - Year 2: 4.0% + 3% one time
 - Year 3: 2.5% + 2% one time
- **21.67% in increases** over three years for **part-time faculty (instructional)**, broken down as follows:
 - Year 1: 5.335% + 3% one time
 - Year 2: 5.835% + 3% one time
 - Year 3: 2.50% + 2% one time

Full-Time Salary Schedule Additions:

- Add two new steps on columns A – D of the Salary Schedule

Insurance Contribution for Full-Time Faculty:

- Fully paid premiums in Year 1 by the District
 - Up to \$29,000 in premiums by the District in Year 2 and Year 3
- Next steps – Wait for the PERB-appointed mediator to determine whether to certify the District and CCFF to move into the fact-finding phase of mediation. If fact-finding occurs, it will include a panel of three arbitrators that will meet with the parties and may make inquiries and investigations, hold hearings, and take any other steps as it may deem appropriate in reaching an resolution on the remaining Articles. The District looks forward to finding an agreeable resolution as soon as possible.