

Hello Faculty

I know that it has been a wild couple of weeks. I am hoping you are all healthy, safe, and not too stressed.

I am writing to provide an update on our successor CBA negotiations.

We will meet with the District on February 11, 2022 to bargain several articles we believe we may reach tentative agreement (TA) on prior to filing for impasse. These articles are those that require collaboration from the Faculty Senate and other targeted faculty groups.

In this same timeframe CCFF and the District will jointly file for impasse on several articles that have an economic component. This includes salary.

As a reminder CCFF's last proposal on salary was the following:

COLA+3.85% for 2021-22, (COLA= 5.07%)
COLA+3% for 2022-23, (governor's January budget proposal COLA=5.33%) and
COLA+2% for 2023-24.

The District proposed to **NOT** adjust the salary schedule at all. And instead pay us a lump sum each year. The lump sum was approximately \$3000 per person on average. The District's rationale is that enrollment is down and they can't afford it. And yet at the 1/19/22 Board meeting the Board of Trustees received a 5% increase in their salaries, just as they do every year, without fail.

CCFF knows faculty deserve COLA+ and that the District can afford it. As we prepare to file for impasse please know this process can take months and we need our faculty to apply pressure with our administration.

What can you do right now?

Use the CCFF graphics in your meetings with District personnel. You can change your zoom [profile picture](#) or your [virtual background](#) to show your support for a fair & equitable contract. We have been in negotiations for over a year now, it is time to show the District we are united and we are ready to win this fight.

BCC: Faculty Fulltime and Faculty Parttime

United we win!

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