

Hello Faculty,

CCFF and the District met on April 12, 2024, to continue negotiations on the successor 2024-2027 CBA. During this meeting, the parties discussed: Article 18: Sick Leave, Article 25: Bereavement, and the District provided their first economic proposal

District Economic Package: The District shared their first economic proposal. This was a surprise to CCFF as the previous position of the District was to hold off on economic topics until after the May revise of the State budget. There are several articles that CCFF has yet to propose to the District. Consequently, the District included generic language that would roll over language from the current contract into the successor contract.

The proposal was presented as a package, asking CCFF to accept the entirety of the proposal. This is the District's bargaining floor. Please see the tenets of the District's economic proposal below:

- Article 4: Assignment-No change to any compensation in Article 4 Assignment. This includes the part time ancillary rate, summer academic pay, stipends, and/or other monetary considerations. CCFF has yet to propose on Article 4: Assignment
- Intellectual Property: The District owns works "prepared by employees within the scope of their employment". This would include course syllabi and course content. CCFF has yet to propose on Intellectual Property
- Salary: The District is proposing zero salary increase for 24-25, 0.25 of COLA for years 25-26 and 26-27. Potentially half (0.50) of COLA in years 25-26 and 26-27 depending on if they receive funding from the state for offering comprehensive part-time healthcare. CCFF has yet to propose on Article 8:Salary.
- Healthcare: The District proposed a cap of \$30K for faculty healthcare. For example, if you have a family plan of 2 dependents, your current PPO Platinum plan would cost \$35,000, and the District would pay for \$30,000, and you would be responsible for the remaining \$5,000 for the year. The District is interested in offering part-time comprehensive healthcare, contingent on the state budget. If the District receives its 100% reimbursement from the state for providing comprehensive healthcare it would mean that the District would be eligible for **100%** reimbursement of the costs incurred. CCFF has yet to propose on Article 10: Health and Welfare Benefits.
- Department Chairs and Program Directors: The District proposed no increase to reassignment or summer stipend. CCFF has yet to propose on these articles.
- Large Class Pay: The District agreed that large class pay stipends needed to be increased and offered the following
 - 55-69 students-\$1350
 - 70-94 students-\$1500

- 95-125 students-\$1650
- Parking Permits: The District rejected CCFF's proposal for parking permits at no cost to the faculty
- Travel and Conference:: The District proposed status quo for travel and conference. CCFF has yet to propose Article 39: Travel and Conference.

CCFF Proposals

Article 18: Sick Leave-CCFF proposed updated language that identified when a faculty member would be put on the medical reemployment list. The language articulated what steps should be taken for both full and part time faculty members who exhaust their regular and extended sick leave. There was also discussion about the internal process for ensuring that faculty members who are cleared to work are smoothly transitioned back into their working role.

Article 25: Bereavement- CCFF continued to include language that will allow faculty to take paid time off for persons who live in the same household as the faculty member.

CCFF will be holding a budget presentation on April 22, 2024 to discuss the economic proposal and the District's budget. The presentation will be on [Zoom](#) during the CCFF public E-board meeting at 8:30-10:00 am. All faculty members are welcome to attend. The presentation will also be recorded for those unable to attend.

This information can also be found on the negotiations page of the [CCFF website](#). If you have questions please do not hesitate to reach out to your negotiations team. Both teams are scheduled to meet next on April 19, 2024.

In unity,
The Negotiations Team

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