



To: Irma Ramos
Vice Chancellor, Human Resources
NOCCCD

From: Mohammad Abdel Haq
Lead Negotiator, United Faculty

Date: October 28, 2019

Given the fact that in 2019-2020, the current District budget shows a carryover of \$102 million, over 90% of which is unrestricted, and given the fact that the 2018-2021 Tentative Agreement was turned down, United Faculty proposes the following for 2018-2019:

- 1). COLA (2.71%) + 7% ongoing across the schedule salary increase to the Regular and Contract Faculty Salary Schedules retroactive to July 1, 2018
- 2). COLA (2.71%) + 7% ongoing across the schedule increase to the Regular and Contract Faculty Overload Teaching Schedule retroactive to July 1, 2018
- 3). COLA (2.71%) + 7% ongoing across the schedule increase to the Regular and Contract Faculty Overload Nonteaching Schedule retroactive to July 1, 2018
- 4). COLA (2.71%) + 7% ongoing across the schedule increase to the Regular and Contract Faculty Summer Intersession Teaching Schedule retroactive to July 1, 2018
- 5). Faculty benefits to include full dependent medical coverage, including full member and dependent dental and vision coverage starting January 1, 2020