

## TA Ratification Results!

April 10, 2022

Dear Colleagues,

The results are in! The Tentative Agreement (TA) was ratified by our members with a 95% majority and a high level of voter turnout of 81% of our members. Congratulations to all of us! This TA was a labor of passion and determination to accomplish very important and long-standing promises. This was possible because our faculty's will is strong enough to move beyond the individual self to overcome adversity; our faculty chose unity across the three colleges.

### TA Highlights:

1. The attached charts include our 1st COLA of 5.07% plus the \$2000 fringe movement, effective July 1, 2022, in contrast with the current 2021/2022 salary schedules of our comparable districts.

**\* Effective July 1, 2022, we will also see another increase on our salary schedules with the addition of the 2nd COLA (estimated at 5.33%). We will create a new comparability chart in August 2022 with our updated numbers and the updated numbers for our comparable districts.**

\* After July 1, 2023, we will see the 3rd COLA added to our salary schedules and we will create an updated comparability chart in August 2023.

2. Effective Summer 2022, an increase of 5.07% (1st COLA) + 5% for a total 10.07% on the Summer Schedule.

3. A \$5000 one-time, off-schedule payment will be received by faculty within the next 60 days.

4. Open enrollment for health benefits will take place in early Fall 2022, and the new insurance year begins on January 1, 2023. The below numbers reflect full coverage for Kaiser.

\* Faculty with 1 dependent will have \$8494 to go towards the medical insurance plan they select.

\* Faculty with 2 or more dependents (full family) will have \$13,590 to go towards the medical insurance plan they select.

5. The Extensive Lab Committee will begin in Fall 2022. All faculty with lab classes can begin preparing for their submission to the committee (see attached Appendix M documents). Implementation of extensive labs will begin in Fall 2023.

\*Further information will be sent by the committee once it has been completely established.

We want to thank all our members for their steadfastness, especially folks that contributed to our organizing efforts over the last few months. Finally, we want to thank Chancellor Breland; in the short time under his leadership, we have witnessed positive cultural and tangible shifts. We appreciate his extension of an olive branch to our faculty, and we look forward to developing a strong relationship based on sharing the same broader educational goals.

In Solidarity,  
Mohammad and Christie

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