

December 9, 2020

Dear Colleagues,

The results are in! The Tentative Agreement (TA) was ratified by our members with a 93.4% majority and a historic level of voter turnout of 82.4% of our members. This is a huge win for our union! Thanks to everyone that voted and supported our negotiations efforts over the past couple of years. This on-schedule raise is going to help our faculty a great deal. More importantly, we are now no longer the only community college district in the State of California that does not offer health coverage for dependents; this benefit is especially important now more than ever during the COVID-19 crisis. This benefit is also crucial in attracting qualified diverse hires as we witness community college districts work towards creating a more equitable work environment.

What is next?

- A survey will be emailed early next semester before re-opening negotiations so that we can be guided by your feedback.
- In addition to the financial compensation that is outlined in the TA, a Lecture/Laboratory Parity taskforce will be formed to provide mutually agreed upon recommendations for procedures, guidelines, and Lecture/Laboratory ratio compensation for negotiations.
- A 75th Percentile taskforce will be formed to provide recommendations of the community college districts and benchmarks for 75th Percentile Total Compensation Comparability for negotiations.

Finally, I want to stress that union work is ongoing work, and there is still a lot more to accomplish. Even if you never taught a lab, we need you to speak up in favor of lab/lecture parity; and even if you do not have dependents, we need you to speak up for even better health coverage for dependents. We fight for our collective. Our negotiations efforts will commence again next semester. Now that we have witnessed what we can accomplish when we are united, I urge all of you to continue showing your support for our union.

Congratulations and happy holidays to you and your families.

In Solidarity,

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"Power concedes nothing without a demand. It never did and it never will" - Frederick Douglass