

TA Points of Clarification

October 8, 2024

Dear Colleagues,

I wanted to take a moment to provide some important context as your lead negotiator.

A NO VOTE on this TA will force faculty to return on-campus to the pre-COVID on-campus expectations. It's important to understand that the District **will not** be renegotiating the flexible scheduling MOU that expires on June 30, 2025.

A NO VOTE on this TA will lose the 30% increase on overload and 15% increase on intersession compensation that is combined into a single salary schedule.

A NO VOTE will force faculty to pay an additional \$400 per month for family medical coverage.

A NO VOTE on this TA will not change the management's right of assignment for intersession. The management's right of assignment language is already a right granted to the District under the Government Code, Ed. Code and referenced in several PERB findings.

It Important to understand the following:

Traditional Semester scheduling will continue to follow Article 4 - Faculty Rights.

Intersession Article continues to enforce **scheduling collaboration** between faculty and management.

Contract Language is YOUR language, not a manager to interpret. What is the on-campus requirement for those who teach less than 60% in the DE mode? Faculty would reference Article 5 – Instructor Workload.

A 1.5 On Schedule Salary increase maintains the District promise of keeping our members at or about the 75% mark of the salary schedules of the 7 identified Districts and **is above the 1.07% COLA increase for 2024/2025.**

TA MOU Articles: There were three MOU's to create committees to discuss the items in collaboration with our members and faculty shared governance bodies on all three campuses.

Article 16 – Dept Coordinator Reassigned Time Compensation and Duties:

Committee Members have been identified by all groups--committee will convene once TA is ratified.

Article 17 – Evaluation of Probationary Tenure-Track Unit Member and Article 18 – Evaluation of Tenured Unit Member:

Because of the current State DEIA legislation and the need for collaboration with our members and faculty shared governance bodies on all three campuses, the District agreed to an MOU for these articles.

I stand firmly behind this TA. This TA builds on UF’s negotiation successes since 2020 and secures unparalleled working conditions for our unit members that are unheard of among our neighboring districts. Don't allow one's perception of what they perceive as an insufficient salary improvement to overshadow the positive gains outlined in this email that benefit all of us.

In Solidarity,

Jeremy Peters

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Lead Negotiator - United Faculty

Chairperson - Extensive Lab Committee

Board Member – District Retiree Fund

CBF - UF Representative

DCC - UF Representative

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'Never confuse education with intelligence; experience with wisdom; and age with expertise.'

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