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## BARGAINING UPDATE

April 28, 2011

Dear colleagues,

I have previously indicated on numerous occasions that, due to the unresolved state budget crisis, the CCFF might be willing to accept temporary cuts to faculty salary and benefits, provided that there were comparably shared sacrifice by other campus employee groups and **provided that the District could make a compelling case that such cuts were necessary in order to preserve the mission of the college.**

The CCFF's bargaining team has undertaken nearly two months of information gathering and detailed analysis of the District's budget—with the full cooperation of Business Services. We have concluded that the college's financial situation is, in actuality, extremely healthy and, as a result, we don't think that the District has made a case for concessions from any campus employee groups. **Suffice it to say that the college's reserves over the last three years have significantly swelled while it has systematically cut sections** (see the detailed budget analysis soon to appear on this website).

On the basis of our budget analysis, which we just presented in negotiations, we have prepared a comprehensive response to the District's original proposal, which had been predicated on a gloomy college budget forecast that we have concluded is sharply at odds with the fiscal information the District continues to provide the CCFF.

The District's proposal included the following cuts to faculty salary and benefits:

- Full-time faculty assigned to teach during the 2011 summer session will be paid on an hourly overload basis and that all tenure-track faculty members hired and assigned after May 1, 2011 will be compensated at the Part-Time Hourly Pay Rate for all overload and summer faculty assignments.

*CCFF Response: This is a huge hit to summer pay, given that full-time faculty have already experienced a 7-16% cut in annual income, resulting from the massive cuts in Summer 2011 sections. The District has proposed the elimination of pro-rata summer pay for full-time faculty and the introduction of a second tier for newly hired full-time faculty. This is not only unacceptable to the CCFF's bargaining team but fiscally unnecessary.*

- Step and Column advancement will be suspended for the period of July 1, 2011 through June 30, 2012.

*CCFF Response: The District has proposed a wage freeze that we believe is unwarranted given the District's strong fiscal position.*

- Effective January 1, 2012, the District contribution to annual medical insurance coverage for all faculty will be capped at \$1,289.99 per month.

*CCFF Response: The District has proposed to collapse our existing two-tier medical insurance coverage to just slightly above the current lower tier. The CCFF understands that the cost of medical insurance continues to increase, but that is precisely why last fall we proposed, and the*

*District agreed, to establish a Health Care Task Force to investigate possible cost savings, issue a report, and bring the report back to the bargaining table for further discussion. Until that investigation is complete and that report made public, we believe it is premature to negotiate over any reductions in medical insurance coverage.*

In light of the CCFF team's budget analysis and the college's healthy financial situation, we have presented a comprehensive counter proposal that we believe the District can well afford. Our proposal includes the following items, the details and implementation of which the CCFF is fully prepared to negotiate:

- Beginning with the Summer 2012 session, all full-time faculty shall be compensated at their hourly overload rates, provided that funds previously used for pro-rata compensation for full-time faculty assigned to teach during summer sessions are redistributed in the following manner:

- (a) Beginning January 1, 2012 the full-time faculty salary schedule shall be increased by 6% for all steps and columns; and
- (b) Beginning with Fall 2012 semester, the full-time faculty salary schedule shall be increased by an additional 6% for all steps and columns.

*CCFF Comment: This redistribution will enable the District to offer more sections during the summer because of the reduced cost. Moreover, full-time faculty would have what used to be an "unprotected" part of their annual income now protected as part of their base salary. An added benefit is the accumulation of more STRS credit towards retirement. Anticipated savings for the District would result from full-time faculty deciding not to teach during the summer at all.*

- Beginning with the 2011-2012 academic year, all lab classes shall be compensated in the same manner as a lecture class.

*CCFF Comment: This is a cost item, but we believe it is fair, especially in light of the college's healthy budget and the real interest by faculty members who have historically experienced uneven and conflicting campus practices regarding workload.*

- Article 9 on "Temporary Part-Time Faculty Reemployment/Assignment" shall be subject to the Grievance procedure as outlined in Article 22.

*CCFF Comment: The ability of part-time faculty to grieve violations of their already existing rehire rights is important since it's in the District's best interest to motivate highly evaluated part-time faculty to keep contributing their skills and professionalism towards the college's stated mission of student success.*

- Beginning with the 2011-2012 academic year, all part-time faculty unit members shall be paid for "professional ancillary activities" in accordance with Education Code 87482.5(c)(1), at their regular hourly rate.

*CCFF Comment: This is a cost item **only** if the District asks part-time faculty to participate in such additional professional duties as curriculum development, committee work, or course and program assessment. Given the great number of full-time faculty who have taken advantage of the "golden handshake," we strongly believe that it would be in the interest of the District to involve more part-time faculty in the professional life of the campus—and to compensate them accordingly.*

So, colleagues, this is where we are at the moment in negotiations. At our next session (yet to be scheduled), we hope to meet for an entire day, with a mediator present, to work out our differences with the District's team.

In the meantime, we expect that the District will continue to argue that the college's budget is in worse shape than it actually is. The CCFF's budget analysis and accompanying counter proposal to the District is intended to build for the future of Cerritos College and ensure that we become the best community college in the state.

We await the District's formal response to our budget analysis and counter proposal.

In Unity,

Ted Stolze  
CCFF President and Chief Negotiator