

# WE HAVE A TENTATIVE AGREEMENT!

## Raise, Restoration & More

**Duration:** 3 years (July 1, 2015 - June 30, 2018)

**Pay:** 11.4%-14% pay increase (restoration + raises) over life of contract, most of it starting right away:

### 2015-16:

- **9.4% increase** (includes a 3.7% restoration and a 5.7% raise)
- Look-back for additional increases.

### 2016-17:

- **1% raise** (bringing total increase in salary to 10.4%)
- Restoration of "**lost step**" (about \$2375/year) for those who lost it in 2009-10. (Increase of approximately 2.6% depending on what step you are on)
- New salary steps at the top of both part-time and full-time scales. (Increase of approximately 2.6% depending on what step you are on)
- Look-back for additional increases

### 2017-18:

- State COLA raise (anticipated 1% bringing total increase in salary to 11.4%)
- Look-back for additional increases
- Possible **enrollment-based raise**

**Equity:** All raises & restoration apply to both full-time & part-time faculty.

**Load:** Courses now paid at 0.67 rate will increase to 0.75 rate.

**Equivalency:** Faculty hired with degree-equivalent qualifications can now move all the way up the pay scale – columns and steps.

## FAQs

### Q: Why a three-year contract?

A: This is a huge win for us because it protects faculty from salary cuts during 2017-18, when CCSF's stabilization funding ends. The District tried to make the contract only two years, ending June 30, 2017. This would have meant that we'd need to start bargaining again in January 2017.

### Q: What does it mean that the contract covers 2015-16 when we're already in 2016-17?

A: It means that if we ratify, all faculty will get a retroactive 9.4% increase for 2015-16. This will

be paid in a lump sum added to our paychecks in the month following contract ratification.

### Q: The first year salary increase of 9.4% is broken down to a 5.7% "raise" and a 3.7% "restoration." What do these mean?

A: "Restoration" brings up the pay scale from the cut to our salaries in 2012.

The 5.7% raise breaks down to three parts:

- 1.02% COLA
- 2.0% that will continue until June 30, 2018 and become permanent if Parcel tax passes in November 2016
- 2.68% that will continue until June 30, 2018 and will continue if the college meets certain FTES growth levels above 2015-16 FTES.

### Q: Is our pay increase on-schedule or off?

A: It is on-schedule.

### Q: Is part of our pay increase contingent on Prop A being renewed?

A: We will get the 2% raise for the duration of the contract. It will become permanent past June 30, 2018 if the renewal of Prop. A passes in the Nov. 2016 election. Fortunately, polls show that voters are very likely to approve this renewal. The District agreed to transparency in reporting expenditures and oversight, and will consult with AFT if needed around the law requiring 50% of the budget to be spent on instruction.

### Q: Is part of our pay increase contingent on enrollment growth?

A: We will get the 2.68% raise for the duration of the contract. It will continued past June 30, 2018 if the FTES grows "enough." Furthermore, we will get more than 2.68% in 2017-18 and beyond if FTES grows "even more" than enough.

### Q: What is "enough" and "even more" in the previous question?

A: The formula is that for each 500 FTES (full-time-equivalent-students) above 2015-16 levels, faculty will get an additional 1% increase. So in 2017-18, if the FTES grows by 1500 then the raise actually becomes 3.00%.

### Q: Why did we accept any contingencies?

A: The District originally offered us a "bonus" rather than an actual pay raise, but we rejected



this idea vehemently since it would not count towards retirement or be permanent. So the District agreed to put the increases on-schedule but they insisted on tying them to contingencies. We pushed them on using realistic and achievable contingencies.

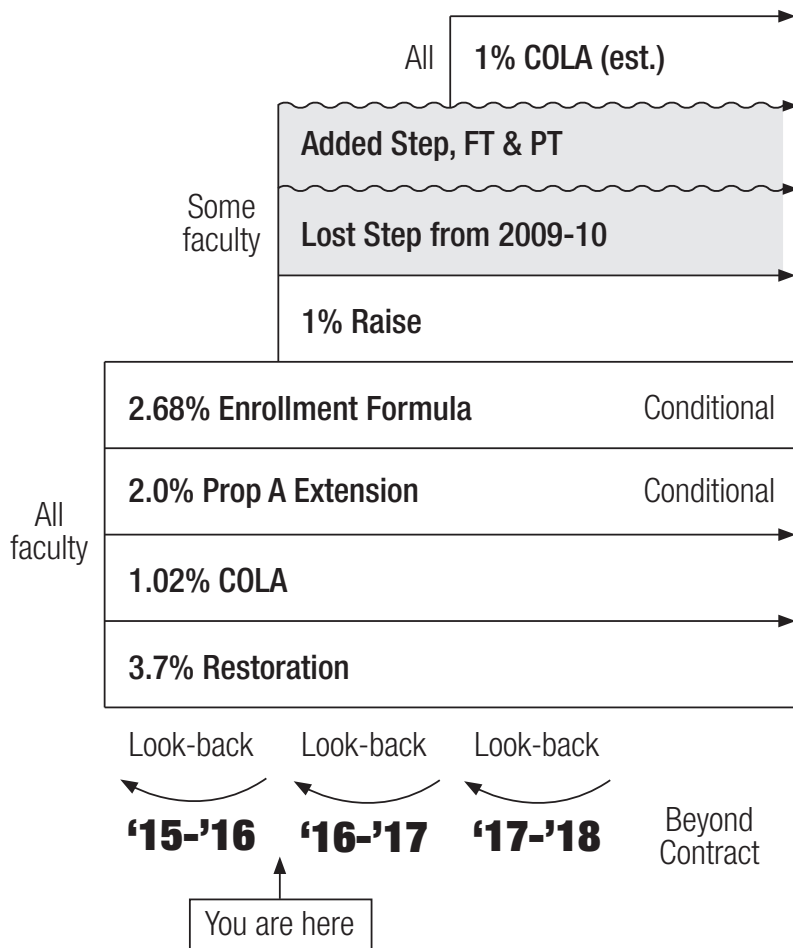
Look-backs are also critical. If more money is available we are able to negotiate over those funds.

**Q: What are the contingencies for the pay raises?**

A: Initially, the contingency for the 2.68% raise was tied to productivity. We strongly objected to this idea, implying faculty are responsible for issues that have more to do with management decisions and larger enrollment trends. They came back with a FTES number that could be achieved “when pigs fly.” Finally we got them to agree to a reasonable number based on this past year’s enrollment.

Initially the contingency for the 2.0% being tied to the passing the Parcel Tax in the Nov. 2016 election was untenable since the District had not lived up to their responsibilities with the first Parcel Tax. We were able to get the District to agree to some contingencies about how they will go forward with meeting their responsibilities around the Parcel Tax.

**What’s My Pay Increase?**



**Q: Why is the pay increase not a uniform percentage for everyone?**

A: Everyone will get at least an 11.4% increase. Those who actually lost a step in 2009-2010 will get around \$2375/year more. This represents a different percentage depending on one’s placement in the pay scale. For faculty at the lower end, \$2375 represents a greater percentage of their salary; for those at the higher end, \$2375 represents a lower percentage of their salary. Additionally, those eligible to advance to the new top steps will get even more.

**Non-Economic Issues  
Defending our working conditions**

**Q: What progress did we make on load?**

A: Lab load factors

We made some progress on our long-term goal of raising all labs to a load factor of 1.00, equivalent to that of lecture. Faculty receiving the lowest lab factor of 0.67 will see it paid at the 0.75 rate. The District rejected our proposals for moving the other lab factors higher. We will take this up again in the next bargaining round.

Office Hours

The District backed off from their attempt to increase full-time faculty office hours from 2 to 5 hours per week.

**Q: What progress did we make on class size?**

A: We tried to get the minimum class size changed from 20 to 15. The District rejected this; however, we did manage to keep the current contract language that includes a respect for “past practices.” The District fought hard to take it out. Retaining this language means that we will have some ability to fight for traditionally low-enrolled classes. We will continue calling the district out on draconian measures to downsize CCSF, and the absurdity of cutting classes that students need as we try to grow back the college.

**Q: What happened with classes where conference hours were eliminated? What about instructor pay?**

A: First, some background: The elimination of the conference hour forced a choice between making it a lecture hour or a lab hour. Making it a lecture hurt students taking these classes since it increased their fees and rendered some AS-T degrees invalid. Making it a lab hurt faculty since it meant a decrease in pay. Numerous classes in biology and physical sciences, math, computer science, some CTE, and music were affected by the elimination of the conference hour. Throughout our negotiations, the District refused to consider a cost-neutral solution using a “conference

lab” that would maintain faculty pay while keeping student units the same in these classes.

We arrived at a compromise where the classes with a conference hour changed to lab will be held harmless through June 2017, meaning faculty will be paid at the lecture rate. Beyond June 2017, however, only faculty who have already been teaching these classes will be paid at the lecture rate. This provision extends beyond the life of the contract.

**Q: What improvements were made for categorically funded faculty?**

A: All categorical faculty who have received satisfactory evaluations will have the right of first refusal for assignments in their program. Categorical assignments will count toward part-time faculty loads going forward. Sick leave accrued under general and categorically funded work will be merged; the parties will work on details based on the conceptual agreement from May. The District did back off on an earlier plan to allow full-time categoricals to receive retirement health benefits.

**Q: What’s happening with prescription co-pays?**

A: Faculty eligible for health benefits will be reimbursed for prescription drug costs above \$1200 during the plan year (Nov-Oct). Faculty must file requests once a year between Nov. 1st and 15th. Total claims for the bargaining unit are capped at \$20,000 and prorated if they exceed that amount.

**Q: In what areas did we need to defend the professionalism of City College faculty?**

A: Our working conditions are our students’ learning conditions.

• Faculty Evaluations:

AFT 2121 beat back the worst elements of the District’s proposal that required management oversight and intervention at every turn.

• Commencement:

We resisted a District mandate implying faculty did not have other work obligations during that day. AFT 2121 agreed to encourage attendance at graduation, with the goal of having 1/3 of full-time faculty present at the main Ocean ceremony.

• Faculty Service Areas:

These are established primarily to be used in the event of layoffs. The District’s FSAs will be based on the disciplines list. If applicable, additional competencies or licensure must be demonstrated beyond minimum qualifications; this applies to Career, Arts, and Technical Education FSAs (these still need to be established).

• District emails:

We resisted a Big Brother version of the District’s proposal, but agreed that faculty will check their District email accounts and encourage students to use those addresses in communications. *(By Wynnd Kaufmyn, Li Miao Lovett, bargaining team members, and Jenny Worley, AFT 2121 Vice President)*

**Looking Back, Moving Forward**

**ORGANIZING = POWER**

Over the last several years did you...

- Picket with your colleagues, community and labor allies on our one-day strike?
- Join a city-wide or campus AFT 2121 rally?
- Step up to be a Precinct Rep?
- Attend an AFT 2121 forum, teach-in or Summer Solidarity session?
- Participate in a General Membership or Delegate Assembly meeting?
- Talk with colleagues on house visits?
- Work on our Contract Action Team?
- Make public comment at a CCSF Board of Trustees meeting?
- Vote to create a strike fund?
- Become a member of AFT 2121?
- Phone bank or talk face-to-face to encourage others to take action?

If you said “yes” to any of the above, YOU made our new Tentative Agreement possible. Together, we’ve established a strong, active body of faculty organized and ready to take action to achieve our collective goals. Our new Tentative Agreement is a major victory, and our growing organizing power also puts us in a better position to meet the struggles ahead. To put it in context, let’s go back in time...

Think back to the summer of 2013. We had been at the negotiating table for a year, we were working without a contract... Sound familiar? The district had presented us a laundry list of rollbacks and takeaways. Our negotiating team fought hard at the table to stave off the worst of the changes the district demanded. But in the final analysis, we knew we didn’t have the organization in place to fight against the pay cuts the district forced on us.

Fast forward to today – after a huge organizing effort over the last several years (see the list above!), we have shifted the power dynamic. We made it clear to district administrators and CCSF Trustees that we could and would go on strike if necessary. As a result, we have an agreement that restores the pay cut, increases pay beyond that, and adds a new step



to the pay schedule. While we didn't get everything we wanted, the Tentative Agreement is a solid improvement to faculty compensation.

We've got to be in it for the long haul, because this is not simply a fight for a better contract or a few more dollars in a paycheck. This is a long-term struggle against the politics of austerity, where our political leaders feel like they can disregard the voices and needs of those who have less. Our contract is an intimate reflection of the value we place on access to education for all students.

Now that these negotiations have come to a close, we must stay engaged and active to make sure that classes are allowed to stay open. We must hold the college administration accountable to the goals of rebuilding enrollment and call them out on attempts to downsize the school. We need to advocate for Community Colleges to be funded fairly, and see to it that our Board and Administrators spend the funding appropriately. We must remain vigilant as we continue our struggle against the ACCJC.

We have already accomplished so much. Together we will win. *(By Jessica Buchsbaum, AFT 2121 Secretary)*

joined by students, community organizations, labor, elected officials, even family members. Our lines were loud and full of energy. The strike received a lot of media coverage, with the most compelling statements coming from our faculty. At midday, contingents from across the city converged on Civic Center for a rally. We packed UN plaza with impassioned speakers from Supervisor Jane Kim to representatives of SF community and labor groups. La Voz Latina and the Chinese Progressive Association rallied with us, as well as other unions: SEIU 1021, California Nurses Association, UESF, and CFA, which narrowly averted a strike across the entire Cal State University system. Picket lines kept up through the evening, and ended strong.

No one who participated in the strike could have walked away unimpressed. Even SF Chronicle reporter Nanette Asimov commented in her article, "[M]any students joined the picket lines and used the opportunity to express their love for the embattled school that has helped many of them gain a foothold in the United States and in the middle class."

The District also felt the impact. Faced with the breadth and depth of support for the strike, the District realized we would be willing and able to do it again if necessary. Our strike helped us move the district in bargaining, allowed us to witness the extent of support for our struggle, and gave us a sense of our communal power. *(By Kate Frei, AFT 2121 Executive Board member)*



Students join CCSF faculty, including AFT 2121 President Tim Killikelly (rear), in calling for a fair contract during the April 27th ULP strike.

## The impact of our ULP strike

On April 27, 2016, AFT 2121 went on strike for the first time in its nearly forty-year history. The entire process—from planning to picket lines to impact—allowed us to build a strong foundation and get a taste of what can be accomplished when we work together.

In the bustle of activity leading up to the strike: student council members visited classes to announce the strike; ESL instructors created chants to practice with their students; organizers created Facebook pages to hammer out

logistics; sign-up sheets ensured coverage for each shift on the picket line; members reached out to labor & community organizations who committed to speak, play music, and lead bilingual chants; faculty and students created beautiful banners and prints that became picket signs; the SF Board of Supervisors unanimously supported our strike, and the list goes on...

Picket lines were full across campuses in spite of inclement weather. Undaunted by the rain, faculty were

## Next Steps

Faculty who attended Solidarity Summer brainstormed what our priorities should be going forward. What do you think? What would you add? What would you put at the top of the list?

- Stop aggressive class cuts / ensure diverse class offerings
- Rebuild enrollment
- End lab multipliers (paid less than 1.0 lecture rate)
- Improve retiree health benefits
- Get FT pay back above Bay 10 median
- Increase PT pro rata / move toward PT parity
- Improve PT to FT pathway; more FT positions
- Help make Free City a reality, help pass Prop. 55 in CA
- Increase influence over the Board of Trustees

Think about your interests and skills, and then find a way to get involved. Consider holding regular meetings at your campus or in your department to touch base. Make sure new members know about their rights and benefits. Keep lines of communication open and share information and ideas.