Comparison of AFT 2121 and District Compensation Proposals

AFT 2121 4/14/16	**District/CCSF Admin** 4/13/16
2015-2016	
• 1.02% State COLA • 3.7%; restoration to 2007-08 salary levels • 4.0% increase • Restore frozen salary step from 2009-10 †	• 1.02% State COLA • 3.7%; restoration to 2007-08 salary levels • No restoration of salary step from 2009-10 † • 2.68% off-schedule payment • 2.00% "ongoing" increase to sunset (see 2017-2018 below)
2016-2017	
• State COLA (0.47% predicted) • 4.0% increase to all unit members	• State COLA (0.47% predicted) • [above payments continue]*
2017-2018	
• State COLA to all unit members • 4.0% increase to all unit members subject to "trigger" in event of major loss in funding that would reduce/eliminate increase if AFT's proportionate share rises above 67.19% of total salary/benefit expenditures.**	• N/A – two year agreement only • 2.68% off-schedule payment ends June 30, 2017 • 2% increase sunsets on June 30, 2017 unless funded FTES is at least 29,392 and productivity is at least 15.**

Notes

District is no longer proposing different numbers for part-time and full-time faculty. All amounts are across-the-board.

District plans to reduce program by 26% over 6 years through 2020 – 2021.

† A significant number of FT and PT faculty continue to lose as much as $2,400 annually from a frozen step

* District lists the 2.68% payment twice. This is an accounting trick. It is a temporary off-schedule payment that begins in 2015-2016 and continues through 2016-2017.

**Actual FTES is currently 23,258 FTES; "Productivity"= FTEF faculty/ FTES (class size). District claims "productivity" is currently 11. "Productivity" is half the average class size, so "productivity" of 11 means a class size average of 22.

Text of AFT proposal to deal with potential "fiscal cliff" crisis in third year of CBA, 2017/18

AFT 2121 seeks agreement in salary negotiations with the District whereby the District commits to significant across-the-board salary improvements over the three-year accord. However, AFT 2121 recognizes that the third year of the Agreement, 2017/18, could present a serious fiscal crisis in the form of a potential loss in State apportionment funding of approximately $15 million annually. Whether this crisis materializes, or whether the loss in funding is mitigated through new sustainability funding or other means, depends on political developments in the Legislature, with accreditation, the State budget, enrollment growth/decline at CCSF, etc. Should such a crisis indeed materialize, AFT 2121 commits to cooperating with the District, as it has done historically and more recently from 2009-2013, to find sources of revenues or savings to weather the crisis.

AFT 2121 therefore proposes that if a major loss in District funding is immanent in 2017/18, the District shall initiate detailed discussions with AFT during Spring 2017 about the impact on the District U-Fund Budget (including Prop. A). The parties will look at sources of revenues and expenditures including but not limited to:

1) State funding
2) Revenues other than State funding (SF sales tax, Prop A, rollover, reserves, other)
3) Reductions in program
4) Reducing cost of overhead (buildings, materials, etc.)
5) A. Reductions in the cost of employee salary and benefits through retrenchment, retirements, reductions in staffing or levels of assignment, etc.

   B. Trigger for salary reopener over on-schedule increase due AFT unit members:

   Negotiations about reducing the on-schedule salary increase due AFT unit members beyond the COLA for 2017/18 will be triggered under the following scenario. Through discussion between AFT and the District as outlined above, the parties will develop their best estimate of a projected Unrestricted General Fund budget for 2017/18 (including Prop. A). Should, according to these estimates, the projected cost of AFT's proportionate share (defined as the cost of faculty salary/benefits compared to the total projected cost of all employee salary/benefits) rise above 67.19%, the agreed upon salary increase beyond the COLA shall be reduced by an amount necessary to bring AFT's proportionate share to 67.19%. In the event of a reduction in the salary increase, a reconciliation of the wage reduction computation shall be made based on final, audited expenditures for 2017/18, to determine what amount of restoration, if any, of the salary increase shall be made retroactively to AFT unit members.