

## District and CSEA Reopener Contract Negotiations Update

On Wednesday, February 10, 2021, the District and CSEA negotiations teams held a second meeting to continue negotiations for a reopener contract to the current 2019-2022 contract.

### District Team:

Marriane Williams, Lead Negotiator, Interm Associate Vice President of Human Resources

Jill Ault, Vice President of Administrative Services (last meeting as AVP of Business Services)

Tim Johnston, Associate Vice President of Student Services

Sandra Hamilton Slane, Dean of Student Services

Corinne Ewing, Human Resources Specialist

### CSEA Team:

Mike Parisot, President Lead Negotiator

Chris Petersen, 1<sup>st</sup> Vice President

Heidi Dias, 2<sup>nd</sup> Vice President

Rochelle Morris, Treasurer

Sandra Darling, Chapter Secretary

Andy Thompson Maintenance Foreperson- Electrical

Joan Nevarez, CSEA Labor Relations Representative

All negotiators were interested in congratulating Jill Ault as our new Vice President of Administrative Services and learning that she will continue as part of the negotiations.

The second meeting's energy was effectively used in communication about the District's comprehensive proposal intent. As many of you know we have used dual methodology at the negotiation table or in this case Zoom meeting. The methods, interest and positional, have been intertwined for the history of this successor contract and have produced results in language, communication and understanding for our community.

Here are the highlights:

- District's intent on 7.14 "Unplanned Suspension of Operations" was to clean language. Both sides communicated about the intent and understanding about language.
  - Suggestion to retitle 7.14 to "District Suspension of Operations" since article language addresses both planned and unplanned suspensions, and to add additional reasons for suspended operations.
- Both sides engaged in a healthy conversation about the language of "Intended Absence" in the District's proposal and 'unusual sick leave patterns' in 11.4.5 and the timing for communication in respect to the Employee and District.
- An interest-based conversation was centered around the wordage of pattern vs unusual patterns in leaves and how to identify sick leave patterns.
- The CSEA negotiators communicated interest to negotiate position descriptions only in Employee-Employer negotiations.
- The CSEA negotiators communicated a request for Relevant and Necessary information pertaining to:
  - Salary schedule which starts at 15 dollars at range 15
  - Longevity steps occurring every 2 years at 2.5% rather than 4 years at 5%
- Pathways to lower healthcare costs and more opportunities to provide Association's interests in regard to the budgetary committee.

Everyone participating in negotiations would like to thank you for the empathy, care, and support you've provided to students, and all our colleagues during the most difficult times. We see a bright future for Shasta College as we emerge from an emergency stance and transition into a horizon where Shasta College will be a cornerstone for the counties it serves. In the months to come we will know much more as a community about how campus will operate in the next academic year and we are excited to reconnect with everyone as we transition from this COVID-19 era.

Next meeting date: to be determined