

## District and CSEA Reopener Contract Negotiations Update

On Tuesday, May 4<sup>th</sup>, 2021, the District and CSEA negotiations teams held a meeting to continue negotiations for a reopener contract to the current 2019-2022 contract.

### District Team:

Marriane Williams, Lead Negotiator, Interim 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, 1st Vice President

Heidi Dias, 2nd Vice President

Rochelle Morris, Treasurer

Sandra Darling, Chapter Secretary

Andy Thompson Maintenance Foreperson- Electrical

Joan Nevarez, CSEA Labor Relations Representative

At the beginning of the meeting a discussion was held around returning this fall. As you might assume, we do not have all the answers at this time but a guarantee that the District will be following California Public Health Guidelines on COVID-19 with expectation that everyone on District property to also follow. Individual accommodation needs will be addressed through Human Resources as we move out of this emergency-based situation. We encourage everyone who can get the vaccine to do so as the time it will take to get to herd-immunity will be much less as more and more are vaccinated.

At this meeting the CSEA negotiators shared a comprehensive proposal with the district and here are the highlights:

- The Association proposes an increase in the classified employee salary schedule by 14.7% to address the impact of the increases to minimum wage without compaction of the salary schedule. The Association also proposes the renumbering of the Classified Salary Schedule Assignment of Classes to Ranges with Range 16 becoming Range 1 and continuing on to 45, while maintaining the integrity of the space between all Ranges.

- 8.6 PAY INCREASES
  - Adjust the salary schedule as outlined in Appendix B effective July 1, 2021.
  - 8.6.2 All Classified Bargaining Unit Members will receive Cost of Living Adjustment (COLA) added to their base salary, equal to that allocated by the state. Distribution of the COLA is applied as an equal percentage increase across the salary schedule each year funds are allocated by the state.
- 8.8 LONGEVITY PAY
  - Bargaining unit members will receive a two and one half percent (2.5%) salary increase above the highest salary step of their salary range after completion of seven (7) full years of full-time employment or equivalent full-time employment as of their anniversary date of employment. Additional two and one half percent (2.5%) salary increases will be paid for each additional two (2) years of uninterrupted full-time employment or equivalent full-time employment, to a maximum of twenty-five percent (25%), as shown below:
    - After 7 years - 2.5 percent (2.5%)
    - After 9 years - 5 percent (5%)
    - After 11 years - 7.5 percent (7.5%)
    - After 13 years - 10 percent (10%)
    - After 15 years - 12.5 percent (12.5%)
    - After 17 years - 15 percent (15%)
    - After 19 years - 17.5 percent (17.5%)
    - After 21 years - 20 percent (20%)
    - After 23 years - 22.5 percent (22.5%)
    - After 25 years - 25 percent (25%)

Everyone participating in negotiations would like to thank you for the empathy, care, and support you've provided to students, community members, 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 weeks to come we will know much more as a community about how the campus will operate in the next academic year, and we are excited to reconnect with everyone as transition begins from this COVID-19 era.

Next meeting date: Tuesday May 11, 2021