

# LOUD and CLEAR

*Your connection to faculty contract action alerts*



**NEGOTIATIONS  
COMPLETED!**

## ACROSS-THE-BOARD RAISES FOR ALL FACULTY Progress for Adjuncts Highlights Three-Year Deal

After nearly a year at the table, our Guild and District administrators have reached a tentative agreement to raise all faculty salaries at least two percent each year of the three-year contract. Negotiations were challenging, but the 19-member Guild bargaining team fought hard to fend off take-backs, punitive measures, and attempts to increase faculty workload.

We came away with solid wins. For adjuncts, these include an additional step on the adjunct salary schedule for years of service (currently adjunct faculty salaries max out after 7-9 years) and the right to a second assignment for ranked adjuncts, which will enable many to acquire District health insurance.

The formula for calculating raises will be based on three factors: state-funded cost of living adjustment (COLA), a District contribution if COLA is below 2%, and enrollment growth. Faculty will receive:

- Two percent based on COLA this year (1.56% from the state and 0.44% from the District). If COLA falls below 2% in the next two years, the District will make up

the difference. If COLA is above 2% in the next two years, faculty will receive all of it.

- LACCD faculty's proportional percentage of funding from enrollment growth

This year's raises are retroactive to July 1, 2017.

Since COLA and growth can vary, it's possible that increased funding from COLA and growth in future years will result in higher raises.

As always, this tentative agreement must be ratified by Guild members. You'll soon receive information on this mail-in vote. It also needs to be approved by the LACCD Board of Trustees.

"Tenacious and focused bargaining has resulted in the best union salary agreement in the District," says Faculty Guild Chief Negotiator Louise Barbato. "Under the terms of this contract, faculty will be guaranteed a six percent raise over three years, and this applies to ALL elements of the salary schedule for ALL faculty. In addition, we have preserved our share of growth and improved

conditions for adjuncts. During this grueling year of negotiations, Guild bargaining team members are to be commended for their dedication to protecting and enhancing faculty rights and interests."

"The voices of hundreds of faculty who gave compelling personal testimony at Board meetings showed our strength and supported the negotiating team members, who never wavered from their goal of achieving a fair contract despite significant opposition," says Faculty Guild President Joanne Waddell. "Declining enrollment and funding uncertainties were continually cited by the District. Now it's time for the Board to fund strategies to help grow enrollment, which will benefit not only our committed LACCD faculty but also our students and the communities we serve."

In addition, separate benefits negotiations focusing on our Health Reimbursement Accounts (HRA's) and District contributions to adjunct faculty medical coverage are nearing completion. We anticipate some good news with an announcement due soon.