

# LOUD and CLEAR



**ACROSS-THE-BOARD  
PAY RAISE FOR  
FACULTY!**

*Your connection to faculty contract action alerts*

## GUILD SETTLES SALARY NEGOTIATIONS

The Guild and the District have reached an agreement to increase salaries across the board over the next three years. This year's raise -- retroactive to July 1 -- will be about 4 percent. Raises are based on the following formula:

- 100% of state funded COLA (which for 2014-15 is .85% percent)
- 2% from the District
- Faculty's proportionate share of 30% of Growth

The formula is triggered when the Guild and the Board determine that the District has at least a 10% reserve at the start of each fiscal year. So faculty commitment to growth -- on campus budget and enrollment management committees, on districtwide committees, and in the classroom -- will be crucial to student access and success,

to colleges' achievement rates, and to faculty.

The successful resolution of salary negotiations fulfills the Guild's top bargaining priority -- a pay raise for all full-time and part-time faculty.

A major reason for our success in negotiations was the work of our Campaign Organizing Committee and the ongoing and active involvement of Guild members who filled out bargaining surveys and showed up in force at Board of Trustee meetings.

Enormous credit goes also to Guild Chief Negotiator Armida Ornelas, President Joanne Waddell, and to all the members of the Guild's Bargaining Team for their dedicated and tenacious work at the table as well as to Management negotiators for their good faith and

commitment to cooperation and mutual respect.

Negotiations will conclude after separate discussions on health benefits between the Joint Labor Management Benefits Committee (JLMBC) and management beginning in mid-August. After that, tentative agreements (TA's) on revised contract language will be presented to the Guild Executive Board for approval.

The tentative agreement will then be mailed to Guild members for a ratification vote early in the fall semester.

