

# LOUD and CLEAR

*Your connection to faculty contract action alerts*

Full-Timers and  
Adjuncts  
**WIN**

## CONTRACT NEGOTIATIONS NOW FULLY CONCLUDED! A BIG WIN FOR ALL FACULTY!

### HRA REINSTATED FOR FULL-TIME FACULTY - PREMIUM COSTS REDUCED ADJUNCT FACULTY

Benefits negotiations between the District and the Joint Labor Management Benefits Committee (JLMBC) have concluded with significant wins for both adjunct and full-time faculty:

- A \$1500 annual Health Reimbursement Account (HRA) for full-time faculty for the next three calendar years, starting January 2018.
- A significant increase in District contributions to medical premiums for eligible adjuncts - an additional monthly increase of \$50 for 2018, \$60 for 2019, and \$70 for 2020 plus the current District contribution of 50% of the average single-party monthly premium of the five most utilized plans.
- Benefit stability for adjuncts - if an adjunct faculty member loses eligibility during the year, benefits will be maintained for the remainder of that calendar year.

These negotiations were hard-fought and complex, involving all the LACCD employee groups. "I want to thank all the District unions for working with us and recognizing the importance of improving adjunct faculty benefits," says AFT 1521 Executive Vice President Bill Elarton, the chief negotiator for the employee units in the benefits talks. "We came away with a good settlement."

### SALARY GAINS

Negotiations for a new contract have also concluded. For details of the changes, go to [www.aft1521.org](http://www.aft1521.org)

We were able to negotiate salary raises of at least 6% over the next three years:

- At guaranteed 2% a year applied to all elements of the salary schedule (including office hours, certificates, PhD differentials, Equity 1 and Equity 2, etc.)
- Any percentage of the State's Cost of Living Adjustment (COLA) that exceeds 2%
- A proportion of growth (if enrollment grows)

- An additional salary step for temporary adjunct faculty, a 3.2% increase for those who have maxed out on the salary schedule for years of service.

This year's raise is retroactive to July 1, 2017.

*These negotiations took place in the challenging atmosphere brought about by declining enrollment. Our dedicated and determined bargaining team was supported by the active involvement of Guild members who gave dramatic testimony at Board of Trustee meetings and participated in campus activities.*

*Now it's time for the LACCD Board of Trustees, District administrators, and faculty to work collaboratively on effective enrollment growth strategies.*

*Ratification ballots will be mailed to Guild members' homes on December 11. The Guild Executive Board strongly recommends a "YES" vote! Please return your ballot as soon as possible, postmarked by December 30.*

