

# Your Chapter Bargaining Teams Recommend a

## **YES VOTE** on Both Contracts!



### **CCA Staff Union Highlights Include:**

- **Three year contract with 3.5% raises on 7/1/22, 2% raises on 7/1/23, and 3% for ensuring a new minimum annual salary of \$50,700 and equitable raises on 9/1/24**
- **Plus staff earning less than \$28/hr will receive \$1500 on 7/1/22 and \$1500 on 7/1/23**
- **By 2024, CCA will work with the union to create a classification system with transparent steps for longevity that raise the floor to \$50,700 or \$26/hr**
- **As a result of these increases, our lowest paid members will get raises of 30-38% over the next 2.5 years and other members will also receive raises**
- **Posting of vacant positions, guaranteed finalist interviews for qualified internal applicants, and preference for seniority if there are multiple qualified candidates**
- **Layoffs by seniority** within department and job family, 30 days' notice and **right to bargain, recall rights, and severance pay**
- **Effects bargaining** over campus unification, layoffs, decisions by CCA that increase workload or reduce staffing
- **Limitations** on CCA's ability to exploit temporary, fixed term, and 9.5-month employees
- **Fixing access to paid sick leave bank**
- **Protect current paid holidays** of **Winter Break, Memorial Day, Independence Day**
- **\$50/mo stipend** for commuting or working remotely to all workers.
- **Just cause for discipline & terminations**

### **Upcoming Voting Schedule:**

CCA Staff Union Ratification Town Hall 3/30 @7pm on Zoom

In Person Ratification Vote 4/6 11am-1pm at SF & Oakland Campuses

Remote Ratification Vote 4/7 10am-4pm via Surveymonkey

Did you know that you must be a CCA Staff Union Member to vote on ratification? Complete **this form** to join today!



# Your Chapter Bargaining Teams Recommend a

## **YES VOTE** on Both Contracts!

### **CCA Adjunct Union Highlights Include:**



- Three year contract with 8% total raises (3%, 2.5%, 2.5%)
- End of half-lines after Fall 2022 (except for co-taught courses)
- Improvements in Article 13
- Expanded protection around discipline and discharge, including loss of all classes
- No more “gratuity” payments
- Accelerated paths to promotion
- All non-instructional work now eligible for special compensation.
- Increased pay for committee service (JLMC, Bargaining Team, APT).
- **Benefit-eligible adjuncts** will now also have access to the **tuition remission** and **retirement benefits** of other benefited employees
- **Unbenefited adjuncts** will have access to **health care funding** through San Francisco’s Health Care Security Ordinance
- The JLMC (Joint Labor Management Committee) will work with the VP of DEIB on **new professional development grants for adjuncts from underrepresented groups**
- College will provide an annual race and equity report to the union
- Parental leaves of absence will not count against qualifying for multi-semester appointments and promotion
- Effects bargaining related to campus unification
- Commuter or remote work stipend of \$50/mo for the semester

### **Upcoming Voting Schedule:**

CCA Adjunct Union Ratification Town Halls on 3/30 @11am

-OR- 4/4 @6pm both on Zoom

In Person Ratification Vote 4/6 11am-1pm at SF & Oakland Campuses

Remote Ratification Vote 4/7 10am-4pm via SurveyMonkey

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