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

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