



A Union of Professionals

**Shoreline Community College Federation of Teachers
Local 1950**

Proposed CBA Education

May 2024

Bargaining a better CBA (“contract”)

- Every few years, our union bargains a revised CBA with the College, which governs our wages, hours, & working conditions.
- Bargained agreements are legally binding, unlike informal agreements or unilateral College decisions.
- Our union’s power comes from union members’ involvement.

Meeting Goals

1. Inform attendees of proposed changes to the current CBA.
2. Solicit questions to clarify proposed changes to the current CBA.
3. Discuss processes related to finalizing the contract.
4. Identify upcoming and ongoing opportunities for members to be involved in the work of the Union.

Key Terms

CBA - Collective Bargaining Agreement (a.k.a. “The Contract”)

TA - Tentative Agreement

Bargaining unit - All SCC faculty (union members and non-union members)

Union membership - Faculty who are dues-paying union members

Bargaining Team (BT) - Union members who bargain with the College for a revised CBA for all bargaining unit members.

Who's Who? Federation Bargaining Teams

Fall 22 - Summer 23

- Eric Hamako (Lead)
- Davis Oldham
- TaChalla Ferris
- Nikki Honey
- Steve Bogart
- George Beckley
- Trevor Pelletier

Fall 23 - Present

- Trevor Pelletier (Lead)
- Davis Oldham
- George Beckley
- Kira Wennstrom
- Brooke Zimmers
- LeAnn DeLuna*

Who's Who? Additional Various Support

- Torrey Stenmark
- Bob Downing
- Rachel Lee
- Henry Garcia
- Carlos Sibaja Garcia
- Joyce Fagel
- Matt Jorgenson
- Jeff Kashiwa
- Rosemary Whiteside
- Alicia Zweifach
- Ginger Villanueva
- Duygu Monson
- Tony Doupe
- Brad Fader
- Emily Howerter
- Wendy Hill
- Chris Vongvithayamathakul

Who's Who? College Bargaining Teams

Winter 2023 - Spring 23

- Guy Hamilton (Lead)
- Veronica Zura
- Stephanie Sareeram
- Holly Woodmansee
- Derek Levy

Summer 2023 - Present

- John Henry (Lead?)
- Lucas Rucks (Lead?)
- Stephanie Sareeram
- Veronica Zura

A Brief History of this Bargaining Session

Summer 2022

- Conversations with members about priorities
- Recruitment for Bargaining Team and Contract Action Team

Fall 2022

- Union BT meets, begins writing and organizing proposals

Winter 2023 - Spring 2023

- UBT and ABT meet frequently (usually 2x per week)

A Brief History of this Bargaining Session

Summer 2023

- Guy Hamilton leaves college, Veronica Zura out on leave
- College does not come to the table between June 1 and July 27
 - College cancels several meetings, some at the last minute
- College hires third-party lawyer to take over team
 - Limited availability makes scheduling meetings difficult, able to schedule less than one meeting/week

A Brief History of this Bargaining Session

Fall 2023

- Change in Union leadership, Trevor Pelletier assumes team lead.
- College cancels scheduled table sessions in October and November.
- Two table sessions in December.

Winter 24 - Present

- Lawyer's scarce availability makes regular sessions non-tenable for the college.
- Two to three table sessions per month since January.

A (hopefully) Brief Future of this Bargaining Session

Contract Ratification

- Education sessions (now!).
- Membership vote (mid-May).
- Board of Trustees ratification (May? June?).

Resolving Outstanding Issues

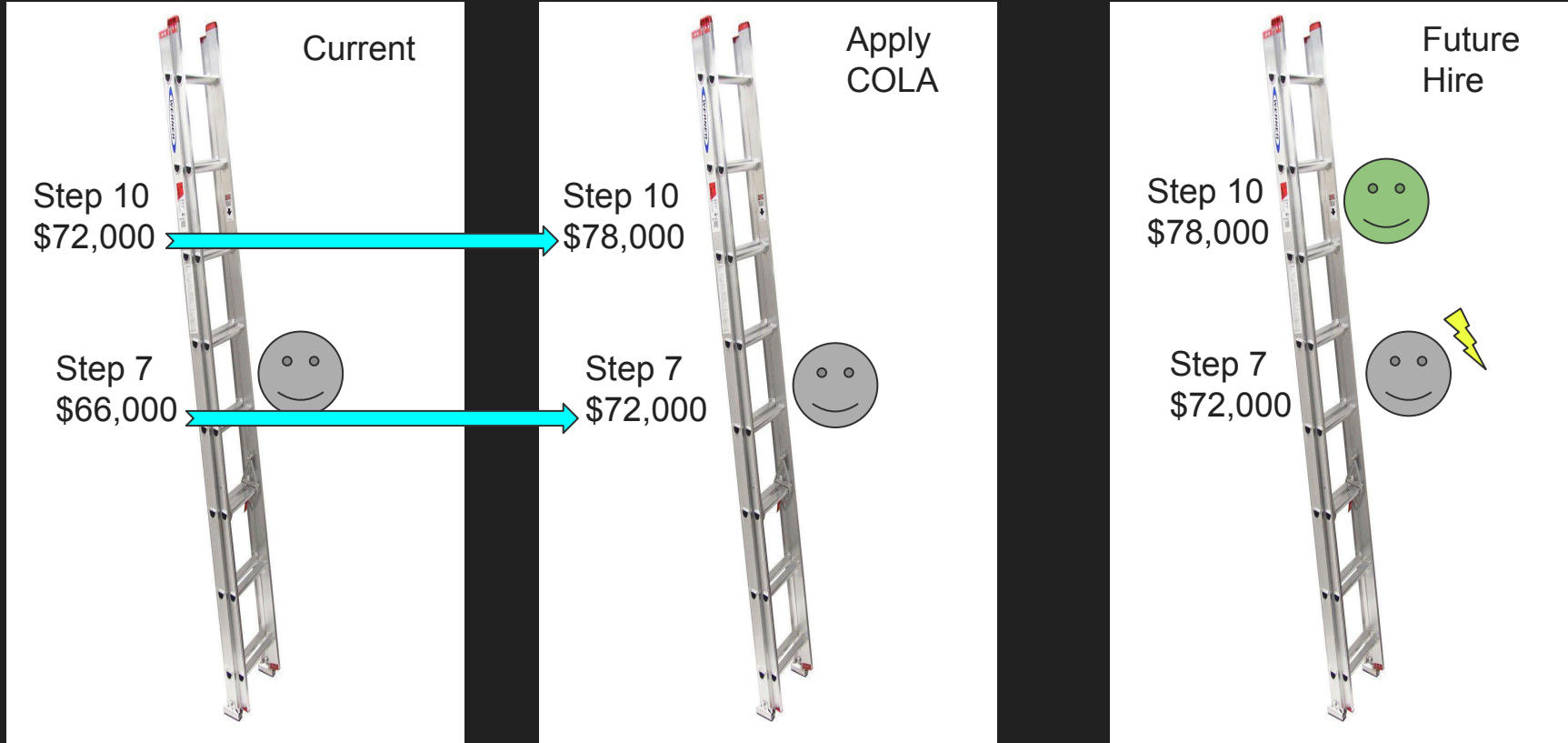
- Four table meetings scheduled for May.
 - Club Advising
 - Nursing Educator Supplemental Salaries
- Likely agreed as MOUs after contract is done.
- Advising/Counseling Matrix limited re-opener.

Our Accomplishments

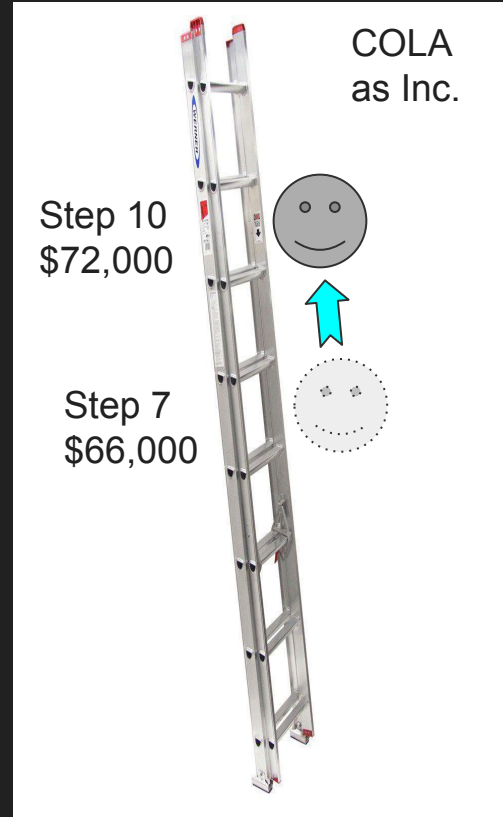
Compensation - COLAs and Placement Schedule

- 8.9% COLA for 2023-24 Year.
 - Paid as a lump sum, retroactively.
 - Applies to anything COLAs would have affected: hourly work, sick leave, etc...
- 5.834% COLA for 2024-25 Year.
- COLAs distributed as increments (i.e. partial steps).
 - Benefits current employees over future employees
- Remove Steps 1-3 this year, then Remove Steps 4-6 next year.
 - Affected faculty members will get moved up
 - Placement experience criteria slightly adjusted

Compensation - COLAs as COLAs



Compensation - COLAs as Increments



Compensation - COLAs: A Multi-contract strategy

Current Contract

- COLAs on PTF scale to gain 80% parity with FTF.
- Increments for FTF.

New Contract

- Increments for all current faculty.
- Improve placement schedule for future faculty.

Future Contracts

- Balance Increments to benefit current faculty and COLAs to benefit future faculty.

Compensation - COLAs as Increments

Level	FTF Annual Base	8.9% amount	Level Change	New Level	New Annual Base Salary	Level	PTF Quarterly Base	8.9% amount	Level Change	New Level	New Quarterly Base
1	\$51,482	\$4,582	1.96	2.96	\$56,064	1	\$13,729	\$1,222	1.96	2.96	\$14,950
2	\$53,816	\$4,790	2.05	4.05	\$58,606	2	\$14,351	\$1,277	2.05	4.05	\$15,628
3	\$56,150	\$4,997	2.14	5.14	\$61,147	3	\$14,973	\$1,333	2.14	5.14	\$16,306
4	\$58,484	\$5,205	2.23	6.23	\$63,689	4	\$15,596	\$1,388	2.23	6.23	\$16,984
5	\$60,818	\$5,413	2.32	7.32	\$66,231	5	\$16,218	\$1,443	2.32	7.32	\$17,662
6	\$63,152	\$5,621	2.41	8.41	\$68,773	6	\$16,841	\$1,499	2.41	8.41	\$18,339
7	\$65,486	\$5,828	2.5	9.5	\$71,314	7	\$17,463	\$1,554	2.5	9.5	\$19,017
8	\$67,820	\$6,036	2.59	10.59	\$73,856	8	\$18,085	\$1,610	2.59	10.59	\$19,695
9	\$70,154	\$6,244	2.68	11.68	\$76,398	9	\$18,708	\$1,665	2.68	11.68	\$20,373
10	\$72,488	\$6,451	2.76	12.76	\$78,939	10	\$19,330	\$1,720	2.76	12.76	\$21,051
11	\$74,822	\$6,659	2.85	13.85	\$81,481	11	\$19,953	\$1,776	2.85	13.85	\$21,728
12	\$77,156	\$6,867	2.94	14.94	\$84,023	12	\$20,575	\$1,831	2.94	14.94	\$22,406
13	\$79,490	\$7,075	3.03	16.03	\$86,565	13	\$21,197	\$1,887	3.03	16.03	\$23,084
14	\$81,824	\$7,282	3.12	17.12	\$89,106	14	\$21,820	\$1,942	3.12	17.12	\$23,762
15	\$84,158	\$7,490	3.21	18.21	\$91,648	15	\$22,442	\$1,997	3.21	18.21	\$24,439
16	\$86,492	\$7,698	3.3	19.3	\$94,190	16	\$23,065	\$2,053	3.3	19.3	\$25,117
17	\$88,826	\$7,906	3.39	20.39	\$96,732	17	\$23,687	\$2,108	3.39	20.39	\$25,795
18	\$91,160	\$8,113	3.48	21.48	\$99,273	18	\$24,309	\$2,164	3.48	21.48	\$26,473
19	\$93,494	\$8,321	3.57	22.57	\$101,815	19	\$24,932	\$2,219	3.57	22.57	\$27,151
20	\$95,828	\$8,529	3.65	23.65	\$104,357	20	\$25,554	\$2,274	3.65	23.65	\$27,828
21	\$98,162	\$8,736	3.74	24.74	\$106,898	21	\$26,177	\$2,330	3.74	24.74	\$28,506
22	\$100,496	\$8,944	3.83	25.83	\$109,440	22	\$26,799	\$2,385	3.83	25.83	\$29,184
23	\$102,830	\$9,152	3.92	26.92	\$111,982	23	\$27,421	\$2,440	3.92	26.92	\$29,862
24	\$105,164	\$9,360	4.01	28.01	\$114,524	24	\$28,044	\$2,496	4.01	28.01	\$30,540
25	\$107,498	\$9,567	4.1	29.1	\$117,065	25	\$28,666	\$2,551	4.1	29.1	\$31,217
26	\$109,832	\$9,775	4.19	30.19	\$119,607	26	\$29,289	\$2,607	4.19	30.19	\$31,895
27	\$112,166	\$9,983	4.28	31.28	\$122,149	27	\$29,911	\$2,662	4.28	31.28	\$32,573
28	\$114,500	\$10,191	4.37	32.37	\$124,691	28	\$30,533	\$2,717	4.37	32.37	\$33,251

Compensation - COLAs as Increments

Level	FTF Annual Base	5.834% amount	Level Change	New Level	New Annual Base Salary	Level	PTF Quarterly Base	5.834% amount	Level Change	New Level	New Quarterly Base
4	\$58,484	\$3,412	1.46	5.46	\$61,896	4	\$15,596	\$910	1.46	5.46	\$16,506
5	\$60,818	\$3,548	1.52	6.52	\$64,366	5	\$16,218	\$946	1.52	6.52	\$17,164
6	\$63,152	\$3,684	1.58	7.58	\$66,836	6	\$16,841	\$982	1.58	7.58	\$17,823
7	\$65,486	\$3,820	1.64	8.64	\$69,306	7	\$17,463	\$1,019	1.64	8.64	\$18,482
8	\$67,820	\$3,957	1.7	9.7	\$71,777	8	\$18,085	\$1,055	1.7	9.7	\$19,140
9	\$70,154	\$4,093	1.75	10.75	\$74,247	9	\$18,708	\$1,091	1.75	10.75	\$19,799
10	\$72,488	\$4,229	1.81	11.81	\$76,717	10	\$19,330	\$1,128	1.81	11.81	\$20,458
11	\$74,822	\$4,365	1.87	12.87	\$79,187	11	\$19,953	\$1,164	1.87	12.87	\$21,117
12	\$77,156	\$4,501	1.93	13.93	\$81,657	12	\$20,575	\$1,200	1.93	13.93	\$21,775
13	\$79,490	\$4,637	1.99	14.99	\$84,127	13	\$21,197	\$1,237	1.99	14.99	\$22,434
14	\$81,824	\$4,774	2.05	16.05	\$86,598	14	\$21,820	\$1,273	2.05	16.05	\$23,093
15	\$84,158	\$4,910	2.1	17.1	\$89,068	15	\$22,442	\$1,309	2.1	17.1	\$23,751
16	\$86,492	\$5,046	2.16	18.16	\$91,538	16	\$23,065	\$1,346	2.16	18.16	\$24,410
17	\$88,826	\$5,182	2.22	19.22	\$94,008	17	\$23,687	\$1,382	2.22	19.22	\$25,069
18	\$91,160	\$5,318	2.28	20.28	\$96,478	18	\$24,309	\$1,418	2.28	20.28	\$25,728
19	\$93,494	\$5,454	2.34	21.34	\$98,948	19	\$24,932	\$1,455	2.34	21.34	\$26,386
20	\$95,828	\$5,591	2.4	22.4	\$101,419	20	\$25,554	\$1,491	2.4	22.4	\$27,045
21	\$98,162	\$5,727	2.45	23.45	\$103,889	21	\$26,177	\$1,527	2.45	23.45	\$27,704
22	\$100,496	\$5,863	2.51	24.51	\$106,359	22	\$26,799	\$1,563	2.51	24.51	\$28,362
23	\$102,830	\$5,999	2.57	25.57	\$108,829	23	\$27,421	\$1,600	2.57	25.57	\$29,021
24	\$105,164	\$6,135	2.63	26.63	\$111,299	24	\$28,044	\$1,636	2.63	26.63	\$29,680
25	\$107,498	\$6,271	2.69	27.69	\$113,769	25	\$28,666	\$1,672	2.69	27.69	\$30,339
26	\$109,832	\$6,408	2.75	28.75	\$116,240	26	\$29,289	\$1,709	2.75	28.75	\$30,997
27	\$112,166	\$6,544	2.8	29.8	\$118,710	26	\$29,911	\$1,745	2.8	28.8	\$31,656
28	\$114,500	\$6,680	2.86	30.86	\$121,180	26	\$30,533	\$1,781	2.86	28.86	\$32,315

Compensation - Placement Schedule

	2023-24	2023-24	2023-24	2023-24	2023-24	2023-24
Level	Degrees	Yrs of Exp	Degrees	Yrs of Exp	Degrees	Yrs of Exp
1	BA, Voc Cert	< 1 Yr	X	X	X	X
2	BA, Voc Cert MA or Equiv.	1 - 1.99 Yrs < 1 Yr	X	X	X	X
3	BA, Voc Cert MA or Equiv. PhD or Equiv.	2 - 2.99 Yrs 1 - 1.99 Yrs < 1 Yr	X	X	X	X
4	BA, Voc Cert MA or Equiv. PhD or Equiv.	3 - 3.99 Yrs 2 - 2.99 Yrs 1 - 1.99 Yrs	BA, Voc Cert MA or Equiv. PhD or Equiv.	Up to 3.99 Yrs Up to 2.99 Yrs Up to 1.99 Yrs	X	X
5	BA, Voc Cert MA or Equiv. PhD or Equiv.	4 - 4.99 Yrs 3 - 3.99 Yrs 2 - 2.99 Yrs	BA, Voc Cert MA or Equiv. PhD or Equiv.	4 - 4.99 Yrs 3 - 3.99 Yrs 2 - 2.99 Yrs	X	X
6	BA, Voc Cert MA or Equiv. PhD or Equiv.	5 - 5.99 Yrs 4 - 4.99 Yrs 3 - 3.99 Yrs	BA, Voc Cert MA or Equiv. PhD or Equiv.	5 - 5.99 Yrs 4 - 4.99 Yrs 3 - 3.99 Yrs	X	X
7	BA, Voc Cert MA or Equiv. PhD or Equiv.	6 - 6.99 Yrs 5 - 5.99 Yrs 4 - 4.99 Yrs	BA, Voc Cert MA or Equiv. PhD or Equiv.	6 - 6.99 Yrs 5 - 5.99 Yrs 4 - 4.99 Yrs	BA, Voc Cert	Up to 6.99 Yrs
8	BA, Voc Cert MA or Equiv. PhD or Equiv.	7 - 7.99 Yrs 6 - 6.99 Yrs 5 - 5.99 Yrs	BA, Voc Cert MA or Equiv. PhD or Equiv.	7 - 7.99 Yrs 6 - 6.99 Yrs 5 - 5.99 Yrs	BA, Voc Cert MA or Equiv.	7 - 7.99 Yrs Up to 6.99 Yrs
9	BA, Voc Cert MA or Equiv. PhD or Equiv.	8 - 8.99 Yrs 7 - 7.99 Yrs 6 - 6.99 Yrs	BA, Voc Cert MA or Equiv. PhD or Equiv.	8 - 8.99 Yrs 7 - 7.99 Yrs 6 - 6.99 Yrs	BA, Voc Cert MA or Equiv. PhD or Equiv.	8 - 8.99 Yrs 7 - 7.99 Yrs Up to 6.99 Yrs
10	BA, Voc Cert MA or Equiv. PhD or Equiv.	9 - 9.99 Yrs 8 - 8.99 Yrs 7 - 7.99 Yrs	BA, Voc Cert MA or Equiv. PhD or Equiv.	9 - 9.99 Yrs 8 - 8.99 Yrs 7 - 7.99 Yrs	BA, Voc Cert MA or Equiv. PhD or Equiv.	9 - 9.99 Yrs 8 - 8.99 Yrs 7 - 7.99 Yrs
11	BA, Voc Cert MA or Equiv. PhD or Equiv.	10-10.99 Yrs 9 - 9.99 Yrs 8 - 8.99 Yrs	BA, Voc Cert MA or Equiv. PhD or Equiv.	10 - 10.99 Yrs 9 - 9.99 Yrs 8 - 8.99 Yrs	BA, Voc Cert MA or Equiv. PhD or Equiv.	10 - 10.99 Yrs 9 - 9.99 Yrs 8 - 8.99 Yrs
12	BA, Voc Cert MA or Equiv. PhD or Equiv.	11 or < 10 or < 9 or <	BA, Voc Cert MA or Equiv. PhD or Equiv.	11 or more 10 or more 9 or more	BA, Voc Cert MA or Equiv. PhD or Equiv.	11 or more 10 or more 9 or more

Compensation - Incorporating existing MOUs

- High Demand Supplemental Salary
- Music Private Instruction
- Winter 2021 Shift to Remote

Working Conditions - Course Assignment

Clean-up

- Course assignment procedures were scattered across the contract.
- We collect them into a single Article

Priority Associate Course assignment

- College must state strategy for distribution of load (e.g. if 4 classes and 4 PAs, one class apiece or 2 people get 2 classes, 2 people get no classes)
- College will assign available workloads to PA by the date of the start of early registration for the quarter.

Course Refusal

- Declining a class after early registration starts does not count as a refusal.

Working Conditions - Course Assignment

Reserve Sections

- “Expansion and diversification”
- “10% of total sections offered” instead of “2x number of RIF units”
- Unit Administrator informs DPC when College requests schedule preferences
- Released 10 business days before the start of the quarter

Qualifying Course List

- Contractually scheduled Evaluations or Single Course Evaluation.
- Faculty as a body decide that one course automatically qualifies another course.

Working Conditions - Evaluation Process

Codified “Capital E Evaluations”

Consolidated, cleaned up, and clarified process

- Unit Administrator does Evaluation
- Designee can do observation
- “Student evaluations” retitled as “student feedback”
- Separated varying timelines for faculty-type

Working Conditions - Personal Leave

- Retains compensable sick leave for 60 months in case of re-employment (up from 15 months).
- Clarifies faculty choice to use paid or unpaid leave.
- Allows for prior arrangements for remote work without leave.
- Clarifies bereavement as allowable use of leave without limitation.
- Changes time computation of leave for the half-hour, always.

Working Conditions - Early Tenure Process

Constructs guidelines along which a candidate may be recommended for six-quarter tenure process (i.e. first three quarters removed).

Criteria for qualifying:

- Recommendation by 4 or more ARC members
- Campus service comparable to candidates evaluated on nine-quarter process
- Previous Tenure or at least 3 full-time years of experience doing major duties.

Currently allowable for BOT to grant tenure at any time, this helps build benchmarks for when a shortened process is appropriate.

But, this does not obligate the Board to agree to a six-quarter process even when criteria are met.

Rights of Federation

Union Info meetings

- Federation has reasonable access to new hires

Mediation and Arbitration Revisions

- Removes reference to “campus mediation services”
- Changes arbitrator selection service to something cheaper (\$35 vs ~\$1000).

Grievance Window

- Grievance must be filed within 30 days after cognizance (up from 15)

Step 3 Filers

- Clarifies that the Federation (not individual grievant) may request mediation at step 3.

General Clean-up

May to Shall

- Fixed several instances of unclear language.
 - When needed, the formula for calculating FPC duties ~~may~~ shall be used to estimate the remaining 20% workload that comprises other academic responsibilities for Full-Time faculty (see Appendix A (Compensation), Article X (Faculty Program Coordinator) Section A. (Compensation) 3.).
 - The Board ~~may~~ shall permit an opportunity for oral or written argument, or both, by the parties or their representatives;

General Clean-up

General Hourly Rate references

- Removes duplicative explicit statements of General Hourly Rate, instead all reference one section.

RIF Unit Additions

- Applied Computing, Anthropology, American Ethnic Studies.

Questions/Comments

What we did not accomplish, and how we
might accomplish these things outside of
formal bargaining

WWDNAAHWMATTOOFB

- Increase Sabbatical Leave
- DEI Language for Reserved Sections
- Advising Counseling Matrix
 - Limited re-opener
- Nursing Educator Supplemental Salary reconfiguration
 - Bargaining Continuing
- Club Advising
 - Bargaining Continuing

WWDNAAHWMATTOOFB

- Class Caps
 - More research
 - Bring forward to new VPI and Curriculum Committee
- Increase FPC Compensation
 - Collectively refuse to be FPC
- PTF non-instructional work as % Load
 - Hopeful for state-level legislation

Next Steps

Join the Union in order to vote on this Contract.

Consider running for the Union Executive board as a representative or Officer.

- General membership meeting Monday, May 13 at 2:30.
- Accepting nominations (and self-nominations) for Union roles.

Consider your capacity for working on the A/C limited re-opener.

Consider your capacity for doing interim work on preparation for next bargaining session (academic year 2025-2026?)