

In light of the expiration of the current collective bargaining agreement (CBA) between the Federation and El Camino College District in June 2025, the Federation requests to open the articles listed below for negotiations in a successor agreement, commencing in July 2025, to the current CBA. Additionally, in order to maximize transparency and efficiency in the process, the Federation further asks the El Camino College District and Board of Trustees for commitments listed below.

1. The Federation proposes to open the following articles and appendices for bargaining regarding the 2025 successor agreement to the current CBA:

- Article 3 – Rights of the Federation
 - The Federation proposes:
 - updating District support of the Federation to achieve parity with Academic Senate.
- Article 8 – Hours and Working Conditions
 - The Federation proposes:
 - updating language regarding assignments.
 - updating rigid on-campus requirements for faculty, especially those who predominantly work remotely.
 - updating certain terms regarding office hours.
 - updating terms within the reemployment preference list.
 - adding department chairs to avoid the need for additional, unnecessary administrative cost, improve department operations, and resemble the organizational structure of nearly every other California community college.
 - updating the terms regarding flex time credit to better and more fairly serve the needs of both faculty and the District.
- Article 10 – Compensation
 - The Federation proposes:
 - aligning language with any changes resulting from modifying Appendices C and D.
 - clarifying and updating language regarding summer and winter pay.
 - clarifying and updating language regarding per diem pay.
 - updating terms regarding part-time faculty office hours.
- Article 17 – Insurance Benefits
 - The Federation proposes:
 - updating the structure and amount of District support for full-time faculty healthcare programs to alleviate the large and disproportionate cost burden that many faculty regularly experience and to achieve relative parity with comparable districts.
 - updating the part-time healthcare program to utilize a more robust state-funded reimbursement structure to provide more fulsome healthcare options to our part-time faculty, spare the District from unnecessarily shouldering unreimbursed costs of part-time healthcare premium spending, and to achieve relative parity with comparable districts.
 - introducing a cash-in-lieu program for faculty benefit and District cost savings.
- Article 23 – Work Stoppage
 - The Federation proposes:
 - removing the entire unnecessary article.
- Article 25 – Agreement Conditions and Duration
 - The Federation proposes:

- updating the terms and timelines for contract ratification, sunshining, etc.
- Appendix C (1-3) – Salary Schedules
 - The Federation proposes:
 - updating faculty salaries to meet the cost of living and achieve relative parity with comparable districts.
 - updating steps and columns on salary schedules to meet the cost of living and achieve relative parity with comparable districts.
 - Including an automatic COLA increase to faculty salaries and pay rates.
- Appendix D (1-5) – Special Rates of Pay
 - The Federation proposes:
 - updating faculty salaries to meet the cost of living and achieve relative parity with comparable districts.
 - updating steps and columns on salary schedules to meet the cost of living and achieve relative parity with comparable districts.
 - updating faculty stipends and special pay rates to meet the cost of living and achieve relative parity with comparable districts.
 - Including an automatic COLA increase to faculty salaries, pay rates, and stipends.
- Appendix N – Course Size Change Form (New)
 - The Federation proposes:
 - adding the standardized, current form to the contract.

2. The Federation asks the District to commit to begin negotiations on the 2025 successor agreement in December 2024. Negotiations have continued to extend well beyond the expiration of our agreements. The Federation’s negotiating team is prepared to begin in December 2024.

3. The Federation requests that the District assemble a negotiating team that can consistently meet at least once a week over the course of contract negotiations. The Federation negotiating team is already prepared to meet this frequently.

4. The Federation requests that the District join the Federation in committing to open bargaining with greater transparency and stakeholder access. Specifically, the Federation requests that El Camino College stakeholders (faculty, classified staff, managers, etc.) be able to attend and observe the negotiations process (bargaining table sessions) in person or virtually. It would be understood that no observers would participate directly in the negotiations process during bargaining sessions. To accommodate stakeholders who cannot attend synchronously, we further ask that the sessions be recorded and that those recordings are made available for viewing by stakeholders.

Please don’t hesitate to let me know if you need any further information or have any questions.

Thank you for your help in facilitating the inclusion of this information for discussion and approval in the November 2024 meeting agenda for the Board of Trustees.