

Subject: Joint Communication from SCFA and the District

Date: Monday, April 7, 2025 at 6:00:48 PM Pacific Daylight Time

From: Davis, Ryan

CC: Perry, Kara, Ervin, Beth, Higashi-Ybarra, Diana, Rivers, Angelina, Barbee, Donald, Bocchicchio, Rebecca, Moosman, Lucas, Marasso, Patrick, Davis, Ryan

Sierra College Faculty,

We wanted to jointly write to you and inform you of some events which have impacted our work together in the last several months. Over the last three years, many Community College Districts (currently about 1/3 of all Districts) have been named as defendants in a statewide lawsuit, which includes the Chancellor's Office and the State Board of Governors. More recently, in February of this year, Sierra College was also named in this large class action suit. The lawsuit challenges the exempt status of part-time faculty in the state community college system.

Due to the potential impacts and costs associated with the lawsuit, the District and SCFA began to bargain some changes to the Collective Bargaining Agreement (CBA) in order to ensure that the District and part-time faculty are not continually affected by the issues raised in the litigation. SCFA and the District worked collaboratively to address any potential impacts and to ensure that part-time faculty are paid in the most appropriate manner. After extensive bargaining, we reached a Tentative Agreement that includes modifications to the CBA to address these issues. SCFA also worked directly with CTA, throughout the process, in order to ensure that they were also comfortable with the CBA modifications. The Tentative Agreement also addresses other items we have been working on for the past year regarding the *Part-Time Faculty and Full-Time Faculty Overload Salary Schedule for Lecture and Lab*.

We wanted to jointly let you know about this matter and you will be hearing additional information from SCFA directly as the ratification process continues. Faculty will receive an email shortly with the Tentative Agreement language and timeline for ratification. We will also be holding a joint meeting on April 14th in order to address any questions from faculty that we can regarding the Tentative Agreement. More information about that meeting will be shared in the next few days.

Both SCFA and the District appreciate the collaborative work together in order to best meet the needs of faculty, the District and the students that we all serve together. The District and SCFA are also continuing to bargain on other issues for this year, including our negotiations in the Mutual Interest Negotiations Team (MINT) on the areas of compensation and benefits. We look

forward to our continued work together.

SCFA and District Bargaining Teams