

**Subject:** Joint Communication from MINT (Mutual Interest Negotiations Team)

**Date:** Tuesday, April 8, 2025 at 8:30:07 AM Pacific Daylight Time

**From:** MINT(Mutual Interest Negotiations Team)

**CC:** Perry, Kara, Holcomb, Julie, Steve Allen, Duncan, Willy, Davis, Ryan

Sierra College Employees,

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, the District and SCFA have reached a Tentative Agreement that addresses these issues. The ratification process is now underway and concludes with the Agreement going to the Board on May 13th. We are hopeful that once that process concludes, it will allow the District, UPEC and SCFA to more easily make interest-based decisions in MINT regarding our negotiations in the areas of compensation and benefits.

We look forward to our continued work together in MINT.

SCFA, UPEC and District Bargaining Teams (MINT)