

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

Date: Thursday, October 12, 2023 at 11:58:39 AM Pacific Daylight Time

From: MINT(Mutual Interest Negotiations Team)

To: Davis, Ryan

CC: Steve Allen, Perry, Kara, Holcomb, Julie, Duncan, Willy

Hello Sierra College Faculty, Classified Professionals, Managers and Confidential Employees,

As we continue our MINT work this semester, the MINT group wanted to update the campus on the work that all of the Bargaining Units and the District have continued to engage in since our last update in the Spring (included below). During Fall 2023, the MINT group has met regularly using the Interest Based Process and worked on the following topic:

- **One Time Payments** As the 2022-2023 fiscal year has now closed, the District and the Units worked together and reached an agreement this Fall on the allocation of the 2022-23 budget surplus. Between the employee groups, there is a total of \$1.634 million of one-time dollars being allocated towards one-time payments for eligible employees. Payments will occur before the end of November 2023. Since each Unit allocates one-time payments in a slightly different manner, additional communication will be sent by each respective Unit to their members with more specific information regarding payment details.

We look forward to providing further updates as our work continues and we wish everyone a happy second half to the Fall semester.

Sincerely,

Mutual Interest Negotiations Team (MINT)

UPEC Unit Negotiators: Steve Allen, Greg Harnage, Julie Holcomb, and Jeff Lloyd

SCFA Unit Negotiators: Kara Perry, Wayne Barbee, Angie Coughlin, and Diana Higashi-Ybarra

District Negotiators: Willy Duncan, Erik Skinner, Cameron Abbott, Corrine Vieira and Ryan Davis

From: MINT(Mutual Interest Negotiations Team)

Sent: Wednesday, May 24, 2023 11:22 AM

To: Davis, Ryan <rdavis23@sierracollege.edu>

Cc: Perry, Kara <kperry1@sierracollege.edu>; Steve Allen <sallen@upec792.com>; Harnage, Greg <gharnage@sierracollege.edu>; Duncan, Willy <wduncan@sierracollege.edu>

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Dear Sierra College Faculty, Classified Professionals, Managers and Confidential Employees,

As the Spring 2023 semester comes to a close, we want to update the campus on the work that all of the Bargaining Units and the District have continued to engage in throughout the school year. We want to bring you some positive news to close out the school year. During Fall 2022 and Spring 2023, the MINT group met regularly using the Interest Based Process and worked on several topics upon which we have come to an Agreement:

Ongoing Compensation The District and the Units reached an Agreement regarding ongoing compensation for 2023-2024. The District and the Units have agreed to allocate a total of \$7,085,384 towards ongoing compensation, with salary schedule increases (equivalent to an 8% on-schedule increase) being effective on July 1, 2023. Since each Unit allocates ongoing compensation in a slightly different manner, additional communications from the Units will be sent by each respective Unit to their members providing more specific information. The ongoing compensation increases will come to both the Units and the Board of Trustees for ratification votes in the next few weeks. The Parties have also agreed to some contingency for the unlikely event that the State does not fully fund the COLA in the adopted budget, however we feel that is not likely to occur.

Health Benefits Cap Increase The health benefit costs for the 2023-2024 Plan Year are increasing by an overall rate of 8.83%. The District and the Units also reached an agreement to utilize \$427,000 in ongoing funds to increase the health benefits cap from \$1,129 per month up to \$1,209 per month in order to significantly mitigate the increase in health care costs for employees.

Other Items of Interest

- An additional salary schedule increase for part-time faculty is included to provide a financial benefit equivalent to the health benefits cap increase for full-time employees.
- The Parties in MINT also agreed to continue utilizing dental reserves in order to provide a small decrease in employee dental premium costs for the 2023-2024 Plan Year.

We look forward to providing further updates as our work continues and we wish everyone a great summer!

Sincerely,

UPEC Unit Negotiators: Steve Allen, Julie Holcomb, Greg Harnage and Jeff Lloyd

SCFA Unit Negotiators: Kara Perry, Wayne Barbee, Diana Higashi-Ybarra and Angelina Coughlin

District Negotiators: Willy Duncan, Erik Skinner, Cameron Abbott, Corrine Vieira and Ryan Davis