

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

**Date:** Monday, October 31, 2022 at 11:45:10 AM Pacific Daylight Time

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

**To:** Davis, Ryan

**CC:** Harnage, Greg, Perry, Kara

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 2022, the MINT group has met regularly using the Interest Based Process and worked on the following topic, among others:

- **One Time Payments** As the 2021-2022 fiscal year has now closed, the District and the Units worked together and reached an agreement this Fall on the allocation of the 2021-22 budget surplus. Between the employee groups, there is a total of \$2.5 million of one-time dollars being allocated towards one-time payments for eligible employees. Payments will occur before the end of November 2022. 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, Mansour Chopan and Jeff Lloyd

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

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

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

**Sent:** Friday, May 20, 2022 4:38 PM

**To:** Davis, Ryan <[rdavis23@sierracollege.edu](mailto:rdavis23@sierracollege.edu)>

**Cc:** Carroll, Keely <[kcarroll@sierracollege.edu](mailto:kcarroll@sierracollege.edu)>; Harnage, Greg <[gharnage@sierracollege.edu](mailto:gharnage@sierracollege.edu)>; Allen, Steve <[sallen@upec792.com](mailto:sallen@upec792.com)>

**Subject:** Joint Communication from MINT

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

As the Spring 2022 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 2021 and Spring 2022, 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 2022-2023. The District and the Units have agreed to allocate a total of \$5,074,000 towards ongoing compensation, with salary schedule increases (equivalent to a 6% on schedule increase) being effective on July 1, 2022. 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.

**Health Benefits Cap Increase** The health benefit costs for the 2022-2023 Plan Year are increasing by an overall rate of 5.11%. The District and the Units also reached an agreement to utilize \$323,300 in ongoing funds to increase the health benefits cap from \$1,072 per month up to \$1,129 per month in order to largely mitigate the increase in health care costs for employees. Since each plan increases at varying rates, some plans will see a slight increase and some will see a slight decrease in the employee share of premiums for 2022-2023..

**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 switch from Superior Vision to Vision Benefit Provider (VSP) starting in the 2022-2023 Plan Year. Coverage rate differences between Superior and VSP will be minimal. Rate schedules for VSP will become available during open enrollment in August.

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 Casey Brown

**SCFA Unit Negotiators:** Keely Carroll, Wayne Barbee, Diana Higashi-Ybarra and Kara Perry

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

