



## **FAQs on Salary Increases for USofCC Bargaining Unit**

### **1. What exactly is the administration proposing for salary increases for union staff?**

The administration is proposing that the pool of money available for union staff increases be roughly the same 2% pool as the non-union staff, effective on the same date, February 1, 2016. The difference is that increases for union staff would not be tied to performance or merit pay.

For non-union and union staff, the total amount of money available for salary increases is 2% of the salaries of all full-time staff who were hired before May 1, 2015 and who did not receive a salary increase after May 1, 2015. For non-union staff, this pot of money will be given to departments to determine various increases for individual non-union staff, ranging from 0% to 5%. For union staff, this pot of money will be allocated according to negotiations between USofCC and the administration.

*This means that money HAS been put aside by the administration for salary increases for union staff.* Determining how it should be divided among union staff, whether it is sufficient, and whether it responds to USofCC's baseline demands for cost-of-living adjustment (COLA) increases depends on negotiations, which depends on how strong we are as a union.

For 2017 and 2018, the administration is proposing that each year, it will decide whether and how much money there will be for salary increases. In addition, if the college meets enrollment targets set by the administration, there might be additional money put aside for salary increases. All of these conditions would be determined by the college each year, and is not guaranteed.

### **2. What about part-time staff?**

In the administration's proposal, part-time staff salaries are NOT included in the total pot of money for increases. At the last bargaining session, the administration gave no explanation why it was ignoring and overlooking part-timers. However, there are many part-time staff in the USofCC bargaining unit, and the union has been and remains committed to fighting for an across-the-board increase for all bargaining unit members.

### **3. Are union positions eligible to receive performance-based salary increases?**

No. Salary increases for union positions are negotiated collectively. The consensus at USofCC membership meetings this past year has been that merit pay might be something we consider but ONLY if it is in addition to an across-the-board COLA (cost of living adjustment) increase.

### **4. When will the new contract be agreed on?**

USofCC will respond to the administration's last proposal following discussions with the membership. USofCC has been negotiating with the administration for nearly two years; this is the first time that the administration has made a proposal for salary increases. We hope to reach

an agreement soon that will be beneficial for all of our members. In any case, salary increases will be retroactive to February 1, 2016.

**5. How is this related to the job study?**

The Memorandum of Understanding negotiated by USofCC with the administration set aside \$250,000 for any salary upgrades resulting from the job study. This money has been budgeted by the administration. The administration promised that the consulting company, Mercer, would present the college with an analysis of job categories and suggested salary grades by the end of December 2015. This has not happened. Any salary increases negotiated in the contract would be in addition to any salary upgrades made as a result of the job study.

**6. How will the college set enrollment targets, and why are salary increases being tied to enrollment?**

We have no idea. The fact that the administration would have sole power to set the enrollment goals would likely make this even harder to reach.

**7. Does the administration's proposal apply only to union members?**

Membership is different than being in the bargaining unit. The USofCC Bargaining Unit refers to all full-time and part-time staff positions that are covered by the contract. Article I of the contract spells out who is included and excluded: see contract here <http://usofcc.org/the-contract/> ).

The administration's proposal covers all staff who are part of the USofCC bargaining unit, whether you are a full member or not. Full members are those who are paying full dues and have the right to vote on contracts, vote for officers, or run for office yourself, among other benefits of membership. The alternative to being a full member is to be an agency fee payer, where you pay less in dues and do not have the right to vote. All staff whose positions are part of the Bargaining Unit are required to sign up as either full members or agency fee payers – please see <http://usofcc.org/membership/> for explanation.

Michelle Gates' memo about Performance-Based Increases applies to management staff and all other staff NOT covered by the contract, who are not part of the bargaining unit.