

## (Proposed) Letter of Agreement to Extend CBA to June 2012

This letter of agreement is between the Peralta Federation of Teachers, Local 1603, CFT/AFT, AFL-CIO and the Peralta Community College District.

Whereas the current CBA extension expires on June 30, 2010; and,  
Whereas the parties desire to extend the current agreement while they continue to negotiate for a three-year agreement,

Now therefore, it is agreed as follows:

1. The current collective bargaining agreement shall be extended up to and including June 30, 2012.
2. All dates in the 2004-2009 Agreement will be extended to reflect the extension;
3. Current practice for office hours and part-time health benefits will continue for FY 2010-12, even if those categories are eliminated from the state budget in 2010-12.
4. Current practice for parity pay will continue for FY 2010-12, as long as the state continues to fund parity as a specific program in the budget.
5. No new sabbaticals shall be awarded during 2009-10 or 2010-11, since these sabbaticals would be taken during 2010-12.
6. In order to cope with the current California budget crisis, the PFT and PCCD agree to the attached formula (below) to determine the PFT's share of any required District spending cuts during 2010-12. Should spending cuts be required, the PFT shall determine the cuts to be made to various items in the PFT contract, as long as the total amount of the spending cuts equals the amount determined by the formula to be the PFT's share.
7. All part-time faculty who lost their jobs as a result of the 2009 - 10 and 2010 - 11 budget cuts will be considered active employees, for purposes of rehiring. Their names will continue to appear on the eligibility list (Article 30-D), and the colleges will make a good faith effort to employ them before new part-time faculty are hired. All part-time faculty who were in the preferred hiring pool as of fall 2009 who subsequently lost their eligibility because of the 2009/10 and 2010/11 budget cuts will retain their status in the preferred hiring pool. They will also retain their hiring pool base load from Fall 2009 if that is greater than the calculated base load for 2009/10 or 2010/11.
7. Any cuts be made during 2010-12 shall be considered "one time only" cuts and shall sunset on July 30, 2012. They shall not be considered status quo going into the next contract.
8. Consistent with all side-letters between the parties, any disputes over the misinterpretation, misapplication or violation of this side-letter is subject to the grievance and arbitration provisions of the Agreement.
9. This Agreement is subject to subsequent ratifications procedures by both parties.

Formula to determine PFT share:

1. The PFT will cover 50% of the District's state mandated General Fund cuts. For example, if one year's state funded general fund budget for Peralta was 100 million dollars (actual) and next year's budget is expected to be 96 million dollars (including any growth and COLA), the PFT will cover 50% of that cut, or 2 million dollars. The general fund budget will include COLA (if any) and projected growth funding (if any).
2. PFT also agrees to cover any increases in medical benefits costs for its active members, based on the number of active PFT enrollees in each plan, on Kaiser's actual increases and on Coresource's projected increases.
3. If Peralta's state funding increases in either year over the previous year, that increase will be used to offset District-wide projected medical benefits cost increases, and #2 above will only be calculated based on the balance.
4. If there is no PFT share to cover in 2011-12 and if there is a state COLA for Peralta in 2011-12, upon Union request, the parties shall commence reopener negotiations on the state COLA funds.

PFT will cover the PFT share in the following manner:

Automatic savings:

1. 3 Sabbaticals will be given up for each year, saving \$135,000
2. Full-time retirees will earn PFT credit in the following year, with each retiree being credited at \$100,000 per 1.0 FTEF and either \$100,000 or \$56,000 the following year, depending on whether the position is filled.
3. Any lowering of state enrollment cap from one year to the next will be treated as cuts to hourly instruction (1351 budget).

Savings to be determined by the PFT

1. Staff Development Officer release time may be cut back, for savings at the current hourly replacement rate.
2. Diversity Intern Co-ordinator release time may be cut back, for savings at the current hourly replacement rate.
3. SLO co-ordinators release time may be cut back, for savings at the current hourly replacement rate.
4. Distance Ed co-ordinators release time may be cut back, for savings at the current hourly replacement rate.
5. TRC stipends may be cut back at the contractual rate.
6. TRC facilitator release time may be cut back, for savings at the current hourly replacement rate.
7. Department Chair release time may be cut back, for savings at the current hourly replacement rate.
8. Whatever else is necessary to reach PFT's share ; for example, reducing step and column advancement.