



February 2018

Contract Update

Associate Faculty have been without a new contract since July 1, 2017. While your union and the District have reached tentative agreements on a number of proposed articles, we are far apart on wages and rehire rights.

The District wants to implement a new salary schedule that would freeze the pay of many long-time Associates and reduce the pay that newer Associates would be able to earn. Your union wants you to get equal pay for equal work and it wants you to have rehire rights.

Our next scheduled meeting with the District is on March 1, 2018. We'll keep you posted.



A Message from your Union Secretary

My focus is two-fold: increase union membership to 100% of all Associate Faculty and transform the ways that your Union communicates with you. This newsletter, the website, Facebook, and a non-MiraCosta server email operation are the means to keep you up to date on issues that matter.

Increasingly, we will use our union email addresses to reach you when email is appropriate. I'll build a contact list of your non-MCC email addresses so that our union does not need to rely on the MCC server and you can feel more secure that communication with your union is confidential.

The website will hold the latest newsletter, our current contract, and other important information that you can use. Occasionally, new features will be added to the website. Facebook will have posts and pictures that reflect recent events.

Let me know what you'd like to see on any of these platforms. Give me your suggestions for improvements. secretary@mccaaf.org

A Call to Action from Your President



Everything worth having is worth working for. So it is with better working conditions. So it is with rehire rights. So it is with equal pay for equal work.

In some labor contract negotiations, the parties reach a point of impasse, a point where the parties dig in and won't budge from their positions on a provision or provisions being proposed for a new agreement. In our current prolonged contract negotiation, we haven't reached the point of impasse on rehire rights or equal pay for equal work, but we're moving in that direction.

You can do two things to help us get both provisions into our next contract. One thing takes a wee bit of time. The other thing takes a committed effort on your part.

The first thing is to become a dues-paying member of our union. [Use this link](#) and then use the Membership button to learn how to enroll as a member. It's easy. It's painless. It's beneficial.

When you become a dues-paying member of our union, you are showing the District that you stand with all of your colleagues in demanding that we all be treated fairly. There is negotiating strength in numbers, in having a lot of dues-paying members. It shows the District that it's not just the negotiating team that wants equal pay for equal work and rehire rights. It shows the District that we all want those things in our next contract.

The second thing takes a commitment of time, a consistent small chunk of time to show up at a Board of Trustees meeting or a demonstration or a picket line on Barnard Drive. Twenty minutes of your valuable time, a couple of times in the next several months, is a small price to pay for a chance to get equal pay for equal work and rehire rights. Your presence can make the difference between success and failure.

Twenty years ago, your union got officially recognized by the State and the District as the bargaining unit for Associate Faculty and it

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achieved a hard-fought first binding contract because your predecessors made their presence known at board meetings, at demonstrations on campus, and at picket lines on Barnard Drive. The climate was different then. The Board was hostile to our efforts.

The climate is different today. The Board recognizes us as valuable members of the college community. But the Board has to weigh competing demands for its budget resources. It's up to us—it's up to you—to convince the Board that giving us equal pay for equal work and giving us rehire rights is the only fair thing to do.

This is a call to action on two fronts. It's up to you. You and your actions will determine the outcome of the contract negotiation. It's up to you. It's always up to you.



Prepostero at your Union Luncheon



Joseph King and Erin Thomas



George McNeil, Sunny Cooke, Al Nyman