



April 2019

Equal Pay for Equal Work

At our January luncheon, we said that we were beginning a concerted campaign to get equal pay for equal work. We said that we would contact you about what you can do to help us help you. Since then, we have been gathering information and formulating strategies. Now, we need to hear from you.

We want to know if you already receive equal pay for equal work at another college. If so, we want to know what college that is. We'd like to know any other details you have about how equal pay is working for you.

If you are not getting equal pay for equal work anywhere, we'd like to know how that fact impacts you. We want to know how you feel about your situation. Please don't hesitate to express your feelings, no matter how raw or emotional they are.

We will protect your anonymity. We'll do that by having you respond to our off-campus, non-MiraCosta email server. But you must email us with your non-MiraCosta email account.

Please email us with your stories about the impact of not getting equal pay for equal work, using your non-MiraCosta email account. Please email us here:

Secretary@mccaaf.org

Reemployment Preference

Our current contract provides for reemployment preference. (Article 7, section 7.2)

We believe that reemployment preference includes the issue of load. That is, if you are eligible for reemployment preference, then you should be hired (before others with less time at MiraCosta) with the same load that you have been getting. There are some exceptions to this, e.g. the need to have a full-timer get a full load.

The District seems to be taking a different view, by not considering load. The District seems to be taking the position that an Associate who is eligible under Article 7, section 7.2 can get a class but not necessarily the same load they have had.

We need to know if you are facing this situation. As soon as you are aware that this situation may be affecting your future employment with MiraCosta, please contact Al Nyman at

VicePresident@mccaaf.org