

FACTS: *the* AFT Contract Ratification Vote

- August 19, 2011** AFT 1493 votes to recommend that faculty approve the tentative contract agreement in the upcoming ratification vote
- August 24, 2011** The Board of Trustees votes (4-1) to approve a salary increase for academic and classified supervisors
- September 7, 2011** AFT 1493 votes to rescind its decision of August 19 and to instead forward the tentative contract agreement to faculty without a recommendation
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WHY AFT 1493 RESCINDED ITS RECOMMENDATION

It appears that the District withheld information during negotiations in order to secure a tentative agreement with AFT.

- Fact:** The Board minutes from the August 24 meeting indicate that the District began to study the salary increase for academic and classified supervisors as early as spring 2011.
- Fact:** At no time during negotiations with AFT did the District negotiating team give any indication that while it was asking faculty to accept a wage freeze, the District was concurrently studying a salary increase for supervisors and had the resources to do so.
- Fact:** During over two years of negotiations, the District repeatedly and forcefully told AFT that there was no funding for any salary improvements and that no employee groups would get raises.

The District presented the Board of Trustees with incomplete information and made false statements in support of salary increases for one group of employees but not all employees.

- Fact:** Board Report # 11-8-2A states, "To be consistent with the District's salary range reviews of AFT and CSEA, staff determined that new classified and academic supervisory salary ranges should rank within the top three or four of the comparison districts."
- Fact:** The salaries of the majority of faculty are below the "top three or four of the comparison districts."
- Fact:** The faculty salary schedule has not changed at all since 2007: no raises, no COLA, no market adjustments to keep faculty salaries competitive.

AFT 1493 believes all District employees should be treated with fairness and equity.