

Colleagues,

As the semester comes to a close, on behalf of the Executive Board, we wish you and your families a delightful holiday season.

Recapping the semester there is a little bit of everything:

Generosity: The Student Emergency Fund, which is funded by the faculty, has given out 5 awards this fall semester to students in need.

Health and Welfare: During Flex, we first learned of the President's decision to change our health provider from CVT back to SISC. A Demand to Bargain, led to negotiations. The team successful bargained \$200.00/month enhanced payment.

A grievance was filed for violation of contract language 10.1.1. The President, in a Grievance meeting with Jose Simo, and Marianne Reynolds, said the Letter of Intent which he and I signed in June wasn't a binding document because the Board of Trustees didn't approve it. It is still unknown why the letter was never placed on the board agendas in the summer. The Grievance now proceeds to Mediation, with an assigned Mediator.

A Public Employees Relations Board (PERB) action has been filed by CTA legal against the District. A hearing date has not yet been set.

The current status: The District hired an attorney to write up a legal opinion why we couldn't use CVT- mostly related to Retirees, of which there are less than 15 who are under 65. CVT legal has provided a response. The District and the Board of Trustees have not answered concerns on this matter but have authorized 1 million dollar expenditure not to solve this issue in the form of our enhanced pay and the legal fees they spend on this issue.

Negotiations: Consider reflecting on areas of the contract that you may have suggestions for change. The Bargaining Team will survey the faculty in February for bargaining. There are still follow up issues in ESLN and we have asked HR to meet with us about this important issue.

