

## CCA Staff Union TA Summary:

- Just cause for discipline & terminations: This means the end of 'at will' employment. After a 6-month probationary period for new hires, CCA cannot fire or discipline you without [just cause](#). In addition, all bargaining unit staff members have [Weingarten rights](#), which means we have the right to have a steward or union rep at any meeting we think might be disciplinary.
- Binding 3<sup>rd</sup> party arbitration for grievances and discipline: This is how we enforce our contract during the term of the agreement. Our CCA Staff Stewards will help our coworkers through the grievance process.
- Added classifications to the bargaining unit: This defines which positions are in our bargaining unit and covered by the collective bargaining agreement ("CBA"). This will resolve issues left over from our election in 2019, when CCA tried to keep a bunch of positions out of the union. We were able to negotiate many of them back in.
- Limitations on CCA's ability to exploit temporary, fixed term, or 9.5-month employees
- Creation of a Joint Labor-Management Committee (JLMC): CCA Staff Union representatives meet quarterly with CCA management to discuss on-going labor issues at the school. Also the JLMC and the new VP of DEIB will work together to identify trainings for CCA staff in order to foster DEIB.
- [Effects bargaining](#) over campus unification, layoffs, and decisions by CCA that increase workload or reduce staffing: This means that CCA cannot make unilateral changes to our working conditions in these areas without negotiating with the CCA Staff Union.
- Protected current paid holidays of Winter Break, Memorial Day, Independence Day, and guaranteed 2 weeks for Winter Break without having to wait for the college president to announce winter break. This is now part of our paid holidays going forward and staff can now plan our holidays accordingly.
- Access to paid sick leave bank when staff have depleted their sick time. Previously, staff had to deplete their sick and vacation time before being able to access the sick time bank, even if they did not yet qualify for a protected leave.
- Posting of vacant positions, guaranteed finalist interviews for qualified internal applicants, and preference for seniority if there are multiple qualified candidates: Vacant positions will be posted internally first, giving current staff a chance to apply for a transfer or promotion at CCA before external candidates.
- \$50/month stipend for commuting or working remotely to all workers.
- Layoffs by seniority within department and job family, 30 days' notice and right to bargain, recall rights, and severance pay: If CCA has to lay off workers, the newest workers are laid off first. Also CCA will pay 1 week of severance per year of service to any laid off worker.
- By 2024, CCA will work with the union to create a classification system with steps for longevity that raises the floor to \$50,700 or \$26/hour. Currently CCA has almost as many job titles as we do employees. CCA will work to create a streamlined and transparent classification system that will include annual wage increase "steps" for each classification. Not only will you see what step your and other job positions are placed, but you will be able to see what you will earn from year to year if you stay at CCA.
- Raises:
  - 3.5% raise on July 1, 2022 for all staff except for those salaried staff who received raises on January 1, 2022. Their raises will be reduced to no less than 2%.
  - 2% raise on July 1, 2023 for all staff
  - September 1, 2024—the value of 3% of staff salaries will fund raises to move employees into the newly bargained classification system steps and ensure that the minimum annual pay for any staff member is \$50,700. This will mean different pay raises depending on the classification steps and how much you make at the time.
  - Additionally, all staff earning below \$28/hour will receive \$1500 on July 1, 2022 and \$1500 on July 1, 2023 added to their annual rate of pay.
  - As a result of these increases, our lowest paid members will get raises of 30-38% over the next 2.5 years.