
VOTE ON CONTRACT RATIFICATION

Dear MCAAF Member,

As lead negotiator for your union, I am pleased to announce that the negotiating team for the **MiraCosta College Academic Associate Faculty** has reached an agreement with the MiraCosta Community College District for the academic year beginning July 1, 2008 and ending June 30, 2011.

However, before the agreement can take effect, it must be ratified by the membership (Active Participants) of the union and by the board of trustees of the college. We expect the board of trustees will take up the matter at its meeting scheduled for August 5, 2008. As an active participant of the union, you are now being asked to vote on this proposed contract. The other members of the team, Kathleen O'Brien, Al Nyman and CTA Staff Marianne Reynolds, and I are very pleased with the progress we made and would like to share with you the highlights of our proposal. **You may view the proposal details and salary schedule at the CPFA web-site at www.cpfa.org/miracosta/index.html**

The biggest news is in **Article 13**, Fringe Benefits. The District shall offer medical insurance coverage to unit members through Kaiser with the District's contribution towards premiums based on load from 40% to 60%: District pays 50% of the premium. Unit members eligible to enroll as of the beginning of fall semester will be notified by the district based on meeting the load eligibility requirement. This will be based on their August confirmation letter and the load during two prior semesters. Unit members **must notify the district by August 15th** of their intent to enroll at the contribution level indicated above. With the exception of late start classes, benefit coverage will be effective as of September 1st. Coverage for eligible unit members teaching late start classes will be effective the first of the month following the start of the class. The same procedure will apply to the spring 2009 semester. Eligible unit members whose earnings in any month are insufficient to cover their premium co-payment will need to submit required premium payment(s) to the District no later than the tenth (10th) of the month preceding the month for which said premium is due. Failure to adhere to the established deadline for payment shall result in immediate termination of coverage. Unit members shall be ineligible for participation in the Plan if their assignment with the District drops below the 40% FTE level or if he/she has or is eligible to receive medical insurance benefits as an employee, spouse or dependent paid for by any other employer.

In **Article 12**, the first year 2008/2009 pay schedule will include an increase of at 2.55%, the same increase as the tenured faculty, plus an additional 1% Parity (3.55%), as well as the off-schedule state parity monies. The state parity amount should be close to \$4 per hour. Step and column placement are important in determining your hourly rate. Be sure to review the Advance Placement Process on the "Associate Faculty Resource" link on the college website. For the second and third years, the salary will be increased by same amount given to tenured faculty, plus the additional 1% for Parity.

In **Article 11**, office hour pay rates increase from \$40 to \$44 per hour and labs classes with a factor of 1.0 will be eligible. Librarians and Cooperative Work Experience instructors shall be entitled to three (3) office hours per semester for individual appointments.

In **Article 16**, flex activity hours for unit members who are counselors, librarians or lab instructors shall be equal to 40% of the discipline load, but not to exceed eight hours. The maximum number of hours of flex activity for unit members who are Cooperative Work Experience instructors shall be two hours per semester.

The present contract is for a period of three years, with possible re-openers on Medical and Retirement Benefits during the three year contract depending on the outcome of the Benefits Task Force committee which will study alternative retirement and benefit plans (Social Security and State Disability Insurance). If you have any questions or comments about the contract proposal, please contact me at (858) 204-7915 or by e-mail at dmilroy53@gmail.com.

I hope that you will vote to support the excellent work and success achieved by your negotiating team.

Most sincerely,



David Milroy, V.P. and Chief Negotiator, MCC Academic Associate Faculty Association