

Dear Local 3506 Members:

I last wrote to you on December 2<sup>nd</sup> advising you that we had lost an impasse hearing with the Board of Trustees (BOT) regarding salary negotiations in the third year of our three-year contract. I told you that we believed there were sufficient funds available for salary increases while the College continued to receive state funds previously held back. In January, the BOT reviewed the budget and found funding available for employee compensation increases. At the same time, the administration is cautious about future enrollment and don't want to commit completely; therefore, they have instructed the Chancellor to submit a recommendation to the BOT February 25<sup>th</sup> meeting.

The Chancellor is recommending a one-time lump sum bonus for each full-time unit or non-unit employee who were active before January 1, 2021, still employed as of February 25, 2021 BOT meeting with the pay distributed not later than April 15, 2021. The funding formula for this one-time lump sum additional compensation is \$1,500 per employee. Our unit currently has 212 or 213 employees with a payroll of about \$8,441,375.70. Depending on whether we have 212 or 213 bargaining unit members our allotted lump sum equals \$318,000 to \$319,500. The lump sums will be subject to withholdings and deductions. There are two ways to distribute the lump sum to bargaining unit members.

The first method is to give \$1,500 to each bargaining unit member. Each unit member would receive the same amount irrelevant of salary or job description. The second method is to distribute the funds to each member based on 3.77% of their base salary just as they would receive had we been able to negotiate a permanent salary increase. The bonus amounts would vary based on employee salaries. The percentage is the result of dividing the lump sum allotment by the actual payroll. Arguments of fairness can be made for both methods. Union members will decide by voting, which method the bargaining unit will use in distributing the additional compensation. Only one method may be used.

**Union membership must vote to decide the preferred method to be used for the Office and Technical Unit:**

\_\_\_\_\_ **\$1,500 one-time bonus for each bargaining unit member, or**

\_\_\_\_\_ **3.77% of salary bonus for bargaining unit member (ex. \$40,000 x .0377 = \$1,508)**

**Please reply to this email before Noon on this Thursday, February 11<sup>th</sup> so that we can get our decision to College leadership in order to make the BOT Agenda deadline for their February meeting.**

**Sent:** Wednesday, February 10, 2021 3:34 PM

**Subject:** Voting Results Regarding the Proposed Lump Sum Bonus

Dear Local 3506 Members:

Thank you for voting. Forty-nine of sixty-six members voted, and the final tally is 34 votes for a \$1,500 one-time lump sum bonus for bargaining unit members and 15 votes for a one-time lump sum bonus for bargaining unit members based on 3.77% of their individual base salary. Since 34 votes is greater than fifty percent (50%) of our total membership, the voting can be concluded. It is not mathematically possible to change the outcome. The membership voted by a margin of 2 to 1 to accept the College offer of awarding each bargaining unit member a one-time only \$1,500 bonus to be paid by April 15, 2021. This method is a generous way to help out those who find themselves on the bottom half of the pay schedule in these difficult times. I have notified the College administration of our decision.