



## **JOINT LABOR/MANAGEMENT COLA BARGAINING**

The District and the Bargaining Units have mutually agreed to participate in Joint Labor/Management Cost of Living Adjustment (COLA) bargaining for the '21-22 and '22-23 fiscal years.

### **A. Composition and Structure**

The Bargaining group shall be composed and structured as follows:

#### **1. Members**

##### **a. District Members:**

Up to four (4) members appointed by the Chancellor, with one of those members the spokesperson for the District.

##### **b. Bargaining Unit Members:**

Up to four (4) members appointed per bargaining unit—Association of Classified Employees (ACE), California School Employees Association (CSEA), Faculty Association (FA), Police Officers Association (POA), and Teamsters. Each unit shall have one appointed spokesperson.

#### **2. Observers**

##### **a. Meet and Confer Observers:**

Two (2) members appointed per meet and confer group – Administrative Management Association (AMA), and Confidentials.

#### **3. Voting**

Any formal recommendation from the bargaining shall be tentatively agreed (TA) to by the Bargaining Unit Members, each group having one vote. Meet and Confer members shall not vote. Consensus among the bargaining units occurs when at least four of the five units agree to the TA. Bargaining shall continue until there is consensus.

In order to implement the recommendations by this bargaining process, it must be ratified by the Board of Trustees after ratification by the various bargaining units. If two or more bargaining units fail to ratify the recommendations, the parties agree to continue bargaining and develop new tentative agreements. If only one


bargaining unit does not ratify the recommended TAs, the remaining parties agree to implement the TAs.

**B. Bargaining Member Obligations**

The bargaining operations and discussions shall be collegial to ensure open, respectful dialogue and maximum preparation and participation by its members.

Affirmed on March 7, 2022 by the Voting Members as Follows:

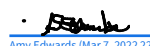
Chris White  
Print Name  
*Association of Classified Employees (ACE)*

  
Signature


Stanley Saraos Jr.  
Print Name  
*California School Employees Association (CSEA)*

  
Signature


Amy Edwards  
Print Name  
*Faculty Association (FA)*

  
Amy Edwards (Mar 7, 2022 22:38 PST)  
Signature


Myisha Washington  
Print Name  
*FHDA District*

  
Signature

Kevin Strauss  
Print Name  
*Police Officers Association (POA)*

  
Kevin Strauss (Mar 9, 2022 19:10 HST)  
Signature

Elaine Kuo  
Print Name  
*Teamsters*

  
Elaine Kuo (Mar 9, 2022 21:30 PST)  
Signature











# MOU\_Joint Bargaining 21-22 and 22-23 COLA\_03.07.22


Final Audit Report

2022-03-10


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