



# MT. SAN ANTONIO COLLEGE

## REGULAR MEETING OF THE BOARD OF TRUSTEES

Wednesday, January 25, 2012

### ADDENDUM TO THE MINUTES

#### 8. REPORTS

E. Laura Martinez, CSEA 262 Association President, reported the following:

- Ms. Martinez indicated that, at this month's Closed Session, discussion would take place concerning the status of negotiations for both CSEA Chapters. The Board will have already reviewed CSEA 262's latest proposal requesting a 2% salary increase and will have reached a decision by the time of her report. She felt it important, though, that the Board hears the concerns that have been brought to her attention regarding the status of negotiations over Salaries. Ms. Martinez indicated that, by the CSEA support at the meeting, it was evident that the members were very concerned.
- President Martinez noted that, at the August 2011 Board meeting, the Board unanimously approved the Collective Bargaining Agreement with the Faculty Association which included a 2% on-schedule salary increase. The Board commented, even with a reduction in classes offered, the College has experienced an extraordinary increase in the number of students served with no increase in compensation to staff for several years. Additionally, the Board felt salary increases were justified in order to reward employees for their hard work and sacrifices over recent years.
- Action Item #3 on this month's Board Agenda seeks Board approval for a 2% on-schedule salary increase for CSEA, Chapter 651. While Chapter 262 applauds the success of their sister chapter in reaching this Tentative Agreement, their members are deeply disturbed by the apparent division and disparate treatment of classified employees.
- Historically, Mt. SAC has been a "me-too" campus regarding Salaries and Health and Welfare. Over the past 30 years, high ranking members of this District have indicated that, when one group receives an increase, ALL groups receive the same increase. This even extended to groups without a Collective Bargaining Agreement. Ms. Martinez said that Chapter 651 should receive an on-going salary increase as their contract language clearly states. However, the difference in wording used in Chapter 262's contract should not be the cause for a deviation from decades of Mt. SAC history. Doing so changes this campus from that of a family whose fortunes rise and fall together to that of competitors who are pitted against one another. Surely, Mt. SAC does not need that at this critical time.

- President Martinez also reported that, this new philosophy has left Chapter 262 members with the feeling that their hard work for student success is both unrecognized and unappreciated. It has diminished their sense of “family” at the College and de-motivates employees who continue to do more with less. Of course, this causes a decline in employee morale.
- Ms. Martinez said that it was her sincere hope that the Board’s decision recognizes the valuable contribution Chapter 262 members provide to Mt. SAC and will authorize the District to approve the same ongoing 2% salary increase to ALL groups. Further, she indicated that she hoped that the Board believes enough in the equality of their campus family members to officially codify Mt. SAC’s historic parity with ALL constituent groups to avoid future disharmony and misunderstanding.

## 16. BOARD COMMUNICATION

- Trustee Hall commented on the professional demeanor of the new Public Safety Officers and complemented Mark DiMaggio for attracting and recruiting such outstanding team members.

Dr. Hall said that those who are in attendance to lobby the Board for salary increases, or augmentation in terms of number of people to do the jobs, need to recognize that the institution we’re looking at now and the institution we may be looking at for the next couple of years isn’t the same institution we had a couple of years ago. So, we’re all going to have to make collective sacrifices, as we are; but, that philosophy has to be a part of Mt. SAC if we’re going to remain fiscally solvent and fiscally safe. I know it’s not going to be easy on any of the represented groups; but, that is the case and, unfortunately, there are bigger cuts to come, no matter what we do. So, we have to accept that as a new fiscal reality, and nobody is going to be happy with it – the Board, students, or employees. Nobody is going to be happy taking on this problem; but, hopefully, we will do it in a collegial manner, and the institution survives, and we will be in a position to take advantage of any upturn when that happens. It will happen, but it could be many years away; so, we have to position ourselves to get through this storm and, hopefully, there will be a pot of money at the end of the rainbow. But, it’s going to be awhile, and that’s reality.

WTS:dl