

# ***FA UPDATE*** October 20, 2022

Let's just get to it...

## **PART-TIME SENIORITY LISTS POSTED**

The **October DRAFT** Part-time Seniority Lists for FY 2022-23 for Chabot and Las Positas colleges are now posted for review at the FA website, [clpfa.com](http://clpfa.com). If you notice any errors in the DRAFT Seniority List(s) for your area(s), please let your dean know by the middle of Halloween week. Deans are asked to report errors to HR by Friday, November 4.

## **OUR NEW CONTRACT IS OFFICIAL!**

I'm happy to report that the Board of Trustees approved our new contract at Tuesday night's meeting. Thanks once more to the FA's N-Team, and to all the FA members who voted in the ratification election earlier this month.

**What happens now:** The District HR, Payroll, and IT have been working diligently to get things programmed and tested, so we should see the new salary schedule reflected in our pay warrants **this month**. Retro payments (to cover August & September) will follow a couple months later— I'm told those are a little more complicated to program; per the new contract, retro payments will be processed by February.

The **FY 2022-23 Salary Schedule** is now posted on the District HR website:  
[http://districtazure.clpccd.org/hr/files/docs/salary/FacultySalarySchedule070122\\_approved10.2022.pdf](http://districtazure.clpccd.org/hr/files/docs/salary/FacultySalarySchedule070122_approved10.2022.pdf)

The **2022-25 CBA** (in full) will be posted in a few weeks. In the meantime, the new language in the TA is in force— but please note that several new provisions are scheduled to take effect in Spring '23 or later (see the implementation timeline). For articles not included in the TA, the articles in the 2019-22 CBA will continue unchanged— although, a couple may get renumbered.

Those relevant documents can be found here:

<http://districtazure.clpccd.org/hr/collective-bargaining-agreements.php>

### **Quick notes:**

- **Implementation Timeline table** is included in the TA itself (p 263)
- The new DE article is Article 19; the article formerly known as Article 19 (Pre-Retirement Workload Reduction) will be moved & renumbered to a latter part of the 2022-25 CBA. (It will become Article 30, or something like that.)

Other documents related to the TA can be found at the FA website, [clpfa.com](http://clpfa.com).

## **STILL GOT STUDENT LOAN DEBT?**

If you're still paying off old lingering student loans, there are two Federal student loan forgiveness programs you need to be aware of— *if you're not already*.

**Federal Student Loan Debt Relief:** This is the program in the news, offering \$10K (or \$20K if you received a Pell Grant in college) of debt forgiveness, based on loan balances prior to June 30, 2022. Basic requirement is income under \$125K, or \$250K if married filing jointly, or head of household. An easy & fast application process is being heavily promoted by the Feds. You can get more info, or apply, at: <https://studentaid.gov/>

**Public Service Loan Forgiveness (PSLF):** If you've been working more than ten years as a California Public Service employee, you might be eligible for the Public Service Loan Forgiveness Program (PSLF), which forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments under a qualifying repayment plan, while working full-time (or part-time, by cobbling together work in multiple districts) for a qualifying employer. (CA community college districts are considered qualifying employers.)

**Quick notes:**

- **Application deadline (for PSLF) is October 31, 2022.**  
(This one takes about 30 minutes, they say.)
- More information can be found at:  
<https://studentaid.gov/announcements-events/pslf-limited-waiver>
- For **Part-time faculty:** the State Chancellor's Office put out some information earlier this month, related to the eligibility of community college part-time faculty to benefit from the PSLF program. (Highlighted in yellow below):

An earlier version of the PSLF fact sheet can be found here: <https://www2.ed.gov/policy/highered/reg/hearulemaking/2021/pslffactsheet.pdf>.

The Chancellor's Office has confirmed that employees (including faculty) who work part time for multiple community college districts may **add the hours they work for each district together** to reach the thirty-hour-per-week threshold to qualify for loan forgiveness. In addition, [Education Code section 87489](#) requires community college districts to credit faculty employees with "at least 3.35 hours worked for each hour of lecture or classroom time" on the employer portion of the employment certification form. USDOE is aware of this multiplier, and will honor it. Accordingly, when requested, please certify the part-time hours worked by your employees (and for part-time faculty apply the 3.35 multiplier) so that they may accumulate their hours and apply for loan forgiveness.

**The District has a role in completing the application.** From HR Director Jennifer Druley: *When we receive the PSL form from the employee we then complete "Section 3: Employer Information" and "Section 4: Employer Certification" and then send back to the employee so they are able to submit.*

**Bottom line:** If you think you might be eligible for the PSLF program (especially, if it works out better for you than the basic Federal Student Loan Debt Relief), you should get started at the "More information" link (above) straight away.

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ICYMI: Previous Update from Oct. 11

## **NEW CONTRACT RATIFIED!**

The results are in— thanks to everyone who voted, and to those who sent comments to our feedback line, [clpfa.feedback@gmail.com](mailto:clpfa.feedback@gmail.com). Renewed thanks to the FA's Negotiating Team (shown below) for their hard work, and to the District team for *their* hard work, and to the District leadership for a competitive contract that we can all be proud of.

Over the last week, 351 FA members logged on to our voting platform to cast a vote.

Here's the final tally:

**YES:** 321 (91.45% of responses recorded)

**NO:** 17

**Abstain:** 13

**What happens next:** Now that the ratification by FA membership is fulfilled, approval of our 2022-25 Collective Bargaining Agreement will be an agenda item for the October 18 meeting of the Board of Trustees. Once that process is complete, there will be more updates regarding the implementation of the CBA.

### **The FA Negotiating Team:**

**Tom de Wit** — *Chief Negotiator*

**Dave Fouquet** — FA President

**Jeff Drouin** — FA Vice President (Chabot)

**Tom Orf** — FA Vice President (Las Positas)

**Heike Gecox** — FA Grievance Officer (Las Positas)

**Vicky Austin** — FA Part-time Rep (Las Positas)

**Monique Williams** — FA Negotiator (Chabot)

**Rafael Valle** — FA Negotiator (Las Positas)

## **SALARY DEAL PRIMER:**

Just a reminder: our circular, *How to Understand the Salary Deal*, is posted on the FA website, [clpfa.com](http://clpfa.com).

Direct link: <https://clpcf.files.wordpress.com/2022/09/salary-deal-primer-09-28.pdf>

**Additional information** on the (now-ratified) TA is posted at [clpfa.com](http://clpfa.com).

## **IT'S ALWAYS A GOOD TIME TO BECOME A MEMBER**

(If you're not an FA member already, that is.) If you're a faculty person working in this District, but you're *not* an FA member, and you're reading this now, it seems reasonable to ask: Why aren't you a member? That is, after all, the best way to support the work of the FA. For more information on how to do that, please contact your friendly local membership chair. They are:

- **Chabot:** Jerome Manos ([jmanos@chabotcollege.edu](mailto:jmanos@chabotcollege.edu))
- **Las Positas:** Nadiyah Taylor ([ntaylor@laspositascollege.edu](mailto:ntaylor@laspositascollege.edu))

Onward!

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Dave Fouquet