

MEMORANDUM OF UNDERSTANDING BETWEEN THE SAN FRANCISCO COMMUNITY COLLEGE
DISTRICT AND THE AMERICAN FEDERATION OF TEACHERS LOCAL 2121

District proposal April 25, 2023

Restoration of Salary Concessions for the 2021-2022 Fiscal Year

The district's team would like to offer the counter proposal below to AFT's initial proposal. The Board has provided direction to the district's negotiating team to propose \$3M million in settlement for salary and statutory benefit concessions and restoration relating to the May 10, 2021 concession agreement.

1. The college shall restore \$3M 100% of the ~~salary~~ concessions made by faculty during the 2021-2022 fiscal year, including the fall 2021, spring 2022, and summer 2022 semesters. The \$3M will be split proportionally for faculty salary and statutory benefits payments as noted below:
 - a. Payment shall be made by the end of ~~May~~April 2023 for all faculty who worked for the college at any time during the 2021-2022 fiscal year.
 - ~~b. — The amount owed to each faculty member will be their proportional share of the \$3M based on their salary compensation for fall 2021, spring 2022, and summer 2022 difference between what that faculty member was actually paid, and what they would have been paid if the salary concessions included in the impacts bargaining agreement of May 10, 2021, had not been implemented. (See attached tables.)~~
 - ~~e.b.~~ Faculty who are no longer employed by the district but were employed during 2021-22 should receive restoration.
 - ~~d.c.~~ To the extent possible, this restoration will be counted as regular salary paid in 2021-22 for the purposes of pension reporting.
2. This agreement exhausts AFT-2121's claims under both the *Retirement Savings* and *Budget Contingency* subsections of Section 9 of the Impacts Bargaining agreement of May 10, 2021, and resolves AFT-2121's grievance regarding pay rates for the summer of 2022.
 - ~~a. — The restoration of summer pay will be considered to resolve the grievance.~~
 - ~~b. — 27% of the restoration for the academic year (costing an estimated \$2,298,108) will be considered to resolve the Retirement Savings subsection.~~
 - ~~c. — The remainder of the restoration will be considered to resolve the Budget Contingency subsection.~~
3. This agreement resolves AFT-2121's ULP alleging bad faith bargaining during restoration negotiations.