



# PASADENA CITY COLLEGE FACULTY ASSOCIATION

## SUNSHINE PROPOSAL 2025-2028 ACADEMIC YEARS

### **Initial Proposal**

The Pasadena City College Faculty Association (PCCFA) hereby provides detailed notice of its proposals to the District for these successor negotiations. PCCFA reserves its right to later notice additional subjects for bargaining. PCCFA intends to negotiate the following:

PCCFA intends on negotiating over the following mandatory subjects of bargaining and contract articles:

- a. Article 2: District and Association Rights. The PCCFA will propose to include dues deductions to reflect current practices and legal updates.
- b. Article 3. Term and Renegotiation. The PCCFA intends to provide negotiated length of contract as allowed by EERA.
- c. Article 4: Fringe Benefits. The PCCFA will propose a Retirement incentive (SERP) and improve part-time faculty and retiree health insurance benefits.
- d. Article 5: Working conditions. The PCCFA will submit proposals for workload, conference hours across all educational platforms, LGI, lab/lecture parity, and remote work options for non-instructional faculty.
- e. Article 6: The PCCFA will submit proposals related to leaves, particularly paid parental leave, sabbatical, and banked hours.
- f. Article 12: Salary Schedules. The PCCFA intends to propose a fair and reasonable increase on salary schedules. The Association also intends to propose items related to adjunct parity, initial placement on the salary schedules, and salary advancement.
- g. In addition, it is the intent of PCCFA to negotiate the following additional areas:
  1. Increase of Ancillary stipend rate and
  2. Dual enrollment travel compensation.