

April 26, 2022

Dear Chancellor Miner, Vice Chancellor Cheu and Esteemed Members of the FHDA Board of Trustees:

On behalf of the Foothill College Academic Senate we are writing to urge you to demonstrate your support of FHDA faculty by supporting a robust and well-deserving cost of living adjustment (COLA). We ask that you do everything in your control to identify immediately the funding for the COLA, which is needed to resolve the current labor action (work-to-contract). By acting swiftly and boldly, you will clearly send a message to all faculty that you recognize their invaluable service in support of the well-being and success of FHDA students, and all the work we do to promote the health and viability of our colleges and district. Failure to act swiftly and boldly may result in a further deterioration in faculty morale and retention.

Classified professionals, administrators, and faculty *need* and *deserve* a cost of living adjustment commensurate with the rising cost of living. The current rate of inflation is around 8.5%, and the bay area is an incredibly expensive place to live and work.

We understand that the state of California offered a 2021-2022 COLA of 5.07%. In January 2022, the governor proposed a COLA of 5.33%, and the state is likely to adopt a June budget for 2022-2023 with a COLA exceeding 7%. Denying employees a substantial ongoing COLA consistent with these numbers is unjust, inequitable, and disrespectful, and frankly threatens the viability of our colleges to maintain our standing among the top California Community Colleges.

Not too long ago FHDA Community College District excelled in terms of compensation by regional standards. Unfortunately, this is no longer the case. It is also our position that the current budget situation does not justify the district's budget conservatism. Please do the right thing and demonstrate your commitment to the people who work here by offering them a substantial ongoing COLA. This investment will pay dividends in terms of employee well-being and student success.

Sincerely,

Kathryn Maurer, Academic Senate President
Eric Kuehnl, Academic Senate V.P. of Curriculum
Robert Cormia, Academic Senate Secretary/Treasurer
Voltaire Villanueva, Academic Senate President Elect
Jordan Fong, Academic Senate Executive V.P. Elect

