

CODAA IEA/NEA and College of DuPage Contract Highlights, 28 September 2021

You must be a dues paying member and provide a non-COD email to vote on the contract via the electronic voting system. Voting will take place from 28 September 2021 to 4 October 2021.

Changes and New Additions to the Contract

- Removed pool language and pay increases for all Bargaining Unit Members shall be the same percentage, regardless of subgroup. It is connected to CPI-U and will be applied retroactively to Fall 2021. (change)
 - Removed the “me too” clause. (change)
 - Increased Professional Development funds from \$350 to \$500 with a \$60,000 gross aggregate. Also, the language shifted to expand what is allowable for use, including travel. (change)
 - Mandated training stipend will be increased from \$50 to \$100 and payable at end of the calendar year. (change)
 - Tuition waiver deduction of $\frac{2}{3}$ off for two classes extended to tax dependents. (change)
 - Shift in language throughout to represent contact hours rather than credit hours for assignment and eligibility. (change)
 - Added clause that no Full-time employee is eligible for membership. (new)
 - Cancellation of classes changed from two calendar days to three calendar days. (change)
 - Added Employee Assistance Program to Wellness section. (new)
 - Guidelines for payroll deduction codified. (new)
 - End contract in May 2025 as opposed to the day before classes start in August. (change)
 - Removal of all reference to Fair Share. (change)
 - Various grammar and gender neutrality issues will be corrected. (change)
-

MOUs negotiated with contract, but separate

- Retroactive eligibility protection for most of the union members that lost eligibility due to COVID-19.
 - COVID-19 relief payment of \$200 for all members who taught or had counseling/advising hours in Spring 2020.
-

College's Asks

- Duration of four years, with 31 May 2025 conclusion. (Agreed to and included)
- Wanted to remove the “me too” clause from the contract. (Agreed to and included)
- No stipulation as to what the college could pay non-CODAA members. (Not agreed to or included)
- Language that impacted the seniority assignment of counselors and advisors. (Not agreed to or included)