

WE NEED IMMEDIATE ACTION TO ADDRESS THE SKYROCKETING COST OF LIVING

Chancellor Pan has an opportunity in the 2018-19 Seattle College District budget to take immediate action to address the skyrocketing cost of living in our region.

Seven ways Chancellor Pan can address the cost of living:

- Pay recruitment and retention premiums (called “Group C Assignment Pay) to staff in classifications with documented recruitment and retention problems.
- Reclassify staff to higher paying classifications using the most favorable interpretation of the reclassification process.
- Raise all staff to the top step on the pay scale as allowed by articles 43.5.C & 43.6 of the contract.
- Convert temporary positions into permanent positions - stop perma-temping our colleges to avoid paying benefits!
- Subsidize childcare for staff by reopening the childcare center at Central, expand childcare services at South and North, offer subsidies for private care or enter into partnerships with off-campus providers.
- Work with the city and non-profit housing developers to build more workforce housing on college property like the project planned for Seattle Central.
- Eliminate fees for staff on essentials like transit and parking.

The Chancellor claims his hands are tied, but the previous Chancellor’s adoption of the \$15/hour minimum wage (with the support of the Board of Trustees) shows that the Seattle College District can do much more.

\$15 Minimum Wage

As a result of the organizing of workers, unions (including our own), and the leadership of Councilmember Kshama Sawant, the City of Seattle adopted a phased in \$15/hour minimum wage that went into effect in 2015.

Our union has encouraged district management to follow Seattle’s higher minimum wage ever since, and they have agreed each year including raising it to \$15.45 effective January 1st, 2018.

The high cost of living and low wages impact me and my family by...



“Determining where I can afford to live. I live in Tacoma, but now rents are rising there. Where can I move to and still work at Seattle Central?”

Jeanette Sanchez
Seattle Central College
Administrative Assistant 4, STEM



“Changing my ability to save for retirement. I went from being economically safe to being at the edge of needing to work into my 70’s just to live.”

Lynn Christiansen
South Seattle College
Program Coordinator, Advising & Running Start



“drastically cutting the amount of money I can afford to spend on QUALITY care for my kids.”

Casey Chow
North Seattle College
Library & Archives Paraprofessional 2,
Library

But according to our contract, the minimum wage for community college workers in Washington State is only \$12 an hour:

Year	Seattle Colleges Minimum Wage	Minimum Wage in our Contract
2015	\$11.00	\$9.47
2016	\$13.00	\$9.47
2017	\$15.00	\$12.00
2018	\$15.45	\$12.00

Seattle Colleges is able to pay our members \$3.45 more than our contract calls for by claiming “business need”. We believe the 17% turnover rate among classified staff in 2017 in the Seattle Colleges and the difficulty recruiting qualified staff to apply for many positions creates an equally urgent business need for Chancellor Pan to act. Losing almost 1 in 5 of our co-workers each year is disruptive to our campuses, particularly when many positions are left vacant for months before being filled.

Low-wage workers in the Seattle College District aren't the the only ones to be paid more than community college workers elsewhere in the state. Pay for all other district employees - administrators, faculty and professional staff - is determined locally. Nearly half of the budget comes from local dollars, and opportunities exist for our colleges to bring in even more city funding with the expansion of the 13th Year Program/Seattle Promise, as well as broader efforts our union is participating in to make community college tuition free for all by getting the City of Seattle to tax the wealthy.

Your participation in our union is needed now more than ever. As we begin to bargain over wages including locality pay for our 2019-21 contract, the more of us that are involved the more effective we'll be.



**Staff from
The Seattle
Colleges at
All-campus
Member
Action Team
in May 2018**

Staff from South, Central & North met on May 21st to plan our campaign to address the high cost of living. Get involved in your campus Member Action Team (MAT) - contact us at afscme304@gmail.com.