



March 16, 2021

The Honorable Jose Medina, Chair
Assembly Higher Education Committee
1020 N Street, Room 173
Sacramento, CA 95814

Re: AB 375 (Medina)

Position: Oppose Unless Amended

Dear Assemblymember Medina:

On behalf of the Association of California Community College Administrators (ACCCA), I am writing to respectfully express an *oppose unless amended* position to Assembly Bill (AB) 375. This bill would change the percentage of the full-time equivalent load to the range of 80% to 85%, for any new agreement, or upon expiration of any negotiated agreement in effect on January 1, 2022. In practice, this bill would trigger full-time benefits for part-time temporary faculty teaching a load of 80-85%.

ACCCA holds steadfast to the principle that local control is fundamental in establishing and operating sound programs for students and creating an infrastructure that supports all community college employees. As currently written, AB 375 would infringe upon the local authority of community college districts to collectively bargain their own paid leave provisions at the district level.

Some districts and their employee groups have already bargained and opted to provide this benefit while others have jointly determined that it is not the best use of financial resources of the district and have made other employee compensation decisions as a result. This bill would restrict the flexibility that community college districts need to ensure that all of their employees have adequate benefits for a variety of scenarios beyond the scope of what is in this legislation.

For these reasons, ACCCA opposes AB 375 unless it is amended to be permissive and a non-mandate. As currently written, this bill would create a new costly mandate while districts are already facing tightened budgets and increased costs during an unprecedented time under COVID-19.

Sincerely,

A handwritten signature in black ink, appearing to read 'Susan K. Bray', is written over a white background.

Susan K. Bray
Executive Director

cc: Members, Assembly Higher Education Committee
Michelle McKay Underwood, Legislative Advocate