

Chairman Phil Mendelson
at the request of the Mayor

A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To declare the existence of an emergency with respect to the need to approve a three percent cost-of-living adjustment for the members of the University of the District of Columbia Faculty Association/National Education Association and Service Employees International Union Local 500, CtW.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the “University of the District of Columbia UDCFA/NEA and SEIU Local 500, CtW Fiscal Year 2022 Compensation Changes Emergency Declaration Resolution of 2022”.

Sec. 2. (a) On May 5, 2020, the Council approved D.C. Act 23-325, the “Collective Bargaining Agreement between the University of the District of Columbia and the University of the District of Columbia Faculty Association/National Education Association,” which covers the 8th Master Agreement between the University of the District of Columbia (UDC) and the University of the District of Columbia Faculty Association/NEA (UDCFA/NEA). Pursuant to the 8th Master Agreement, for Fiscal Year (FY) 2022, UDC is to provide up to a three percent cost-of-living adjustment (COLA) to all faculty represented by the union and employed by UDC at the time of payment if the Council included sufficient funds for said COLA in UDC’s FY22

36 budget. Because UDC has identified the necessary funding in its FY 2022 budget for a three
37 percent COLA, the University now needs Council approval to effectuate this increase to the base
38 salaries of UDCFA/NEA faculty. Notably, this COLA will be retroactive back to October 1,
39 2021.

40 (b) The 8th Master Agreement also calls for two one-time lumps sums to be paid to
41 certain UDCFA/NEA faculty, with the second lump sum only being required if sufficient
42 funding was included in UDC's budget. While the first lump sum has already been paid out, the
43 second lump sum, which is to go to any UDCFA/NEA member who: 1) is employed at the time
44 of payment; and 2) was employed in all or any portion of Fiscal Years 2016, 2017, 2018, and
45 2019, has not yet been paid to the relevant UDCFA/NEA members. Sufficient funding has been
46 identified to pay the second lump sum.

47 (c) Additionally, PR 24-87, the "Collective Bargaining Agreement between the District
48 of Columbia and the Service Employees International Union (SEIU) Local 500, CtW Approval
49 Resolution of 2021," was deemed approved by the Council on March 15, 2021. Similar to the 8th
50 Master Agreement, the SEIU collective bargaining agreement (CBA) only provides for a three
51 percent COLA during Academic Year 2021-2022 (which falls during both FY 2021 and FY
52 2022) if UDC receives sufficient funding as part of its budget for said increase. Since UDC has
53 identified the requisite funding for the COLA, the University also now needs Council to approve
54 this COLA. Like the UDCFA/NEA COLA increase, this COLA is retroactive back to October 1,
55 2021.

56 (d) Given that the University is almost in the last quarter of FY 2022 and that it takes the
57 University approximately 10-12 weeks to process the COLA increases after they have been

58 approved by the Council before employees will begin to see the COLA increases in their
59 paychecks, an immediate need exists for this legislation to be approved as soon as possible.

60 Sec. 3. The Council of the District of Columbia determines that the circumstances
61 enumerated in Section 2 constitute emergency circumstances making it necessary that the
62 “University of the District of Columbia UDCFA/NEA and SEIU Local 500, CtW Fiscal Year
63 2022 Compensation Changes Emergency Approval Resolution of 2022” be adopted on an
64 emergency basis.

65 Sec. 4. This resolution shall take effect immediately.