

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 the negotiated collective bargaining agreement submitted by the Mayor for employees of the University of the District of Columbia and the University of the District of Columbia Faculty Association, who are represented by the National Education Association.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the “Collective Bargaining Agreement between the University of the District of Columbia and the University of the District of Columbia Faculty Association/National Educational Association, Emergency Declaration Resolution of 2020”.

Sec.2. (a) There exists an immediate need to approve the collective bargaining agreement submitted by the Mayor for the University of the District of Columbia and the University of the District of Columbia Faculty Association, who are represented by the National Educational Association (NEA).

(b) The District of Columbia negotiated a collective bargaining agreement (“CBA”) between the University of the District of Columbia and the UDC Faculty Association. The CBA includes a FY20 lump sum payment for 2016-2019 equivalent to 2% each year (not compounded) to be paid in 2020, with base salary increases adjusted to reflect the lump sum in 2020. The terms of the agreement provide for all faculty to be moved to a new salary structure in 2020. The CBA also requires the University to seek funding for an additional 3% COLA in FY21 and FY22, and a second lump sum payment for eligible faculty in FY21 equivalent to half

32 of the 2020 lump sum. The COLA funding and second lump sum payment will only be triggered
33 if funds specifically designated for those purposes are appropriated to the University.

34 (c) Act 23-286, the COVID-19 Response Supplemental Emergency Amendment Act of
35 2020, tolls collective bargaining agreements for the duration of the COVID-19 Public Health
36 Emergency. Because contracts cannot be passively approved by the Council for the duration of
37 the emergency, the collective bargaining agreement must be actively approved by the Council or
38 it will not be approved until the termination of the COVID-19 public health emergency, and the
39 completion of a passive review period. The duration of the COVID-19 public health emergency
40 cannot be determined at present.

41 (e) Failure to immediately effectuate the terms of the CBA will result in an indefinite
42 delay in the receipt of the retroactive base pay increases and other compensation provisions
43 negotiated by the University and NEA, impair the confidence of union members in the District
44 government and its leadership, and jeopardize the ability of faculty members to support
45 themselves and their families during the COVID-19 public health emergency.

46 Sec.3. The Council of the District of Columbia determines that the circumstances
47 enumerated in Section 2 constitute emergency circumstances making it necessary that the
48 “Collective Bargaining Agreement between the University of the District of Columbia and the
49 University of the District of Columbia Faculty Association/National Educational Association,
50 Emergency Approval Collective Bargaining Agreement between the University of the District of
51 Columbia and the University of the District of Columbia Faculty Association/National
52 Educational Association, Emergency Declaration Resolution of 2020Resolution of 2020” be
53 adopted on an emergency basis.

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