Table Talk

Faculty Contract Negotiations

November 2, 2012

12:00-3:00pm

Members present: Jillian Daly, Michael Guerra, Cece Huddleson-Putnam, Rose LaMont, Emily Malsam, Tom Nomof, Diane Wirth, Gina Rose, Michael Sundquist, Gene Womble

Recollections: Jillian Daly

YCCD and YFA are back at the table again, this time to begin negotiations on Workload. The purpose of this meeting was to finalize an MOU for division Shared Governance Documents revision deadlines and to narrow down topics under workload for negotiation and research.

1. We agreed to a Memorandum of Understanding to extend the deadline for completion of the new, mutually agreed to division Shared Governance Documents to December 31, 2013. Division committees to revise the documents must be set by March 1, 2013, and completed rough drafts must be presented to divisions for discussion by October 15, 2013.

2. Next, both teams had a long discussion and agreed to the following topics for research and possible negotiation. They are not in any prioritized order:
   a. Maximum and minimum class size for both face-to-face and online modalities. Topics here might include health and safety factors, large-class size formulas for both modalities, retention rate studies.
   b. Load factors (productivity measures) and total compensation rankings. This involves researching contracts that require faculty to achieve a negotiated rate of productivity, or WSCH (Weekly student Contact Hours). Many of these unions also connect mandatory productivity rates to total compensation guarantees.
   c. Overload and underload assignments. This might include discussion on overload cap language, right of assignment, and protecting faculty with underloads.
   d. Faculty Responsibilities. Topics under this category include number of required days on campus, office hours (including online hours), duty days (ie. Commencement/Institute Day, etc.), and work week formulas.
   e. Lecture v. laboratory load and credit v. non-credit load. This topic will also include discussion about how we can move away from our MJC base workload description by hours (Appendix B) to see if we can move to more general descriptions like most contracts up and down the state.
   f. Non-instruction workload. Topics in this area might include ideas for covering summer and for better meeting student needs.
   g. Professional development and workload. Research in this area might include stipend payments for Distance Education training and other professional development or the inclusion of a professional development salary column/honorarium.
h. **YFA reassignment.** This topic will include negotiating costs for buying reassigned time and in exploring the current amount of FTEF provided by District for union duties.

3. Both teams agreed that the purpose to negotiating workload is to create better efficiencies and cost savings, which could go toward improving faculty total compensation.

4. We then agree to review general data as we could obtain it on number of sections taught by each department at MJC and Columbia College each year, the number of students per section, the number of units per section, and to compare YCCD course units to C-ID and AA-T degree courses for articulation. YFA reported that a Workload Work Group with members from both colleges and across disciplines had been created and will begin research on the topics listed above in #2.

5. We agreed to bring data on maximum and minimum class sizes and the general data listed in #4 back to the table at our next scheduled meeting November 16.

6. We created a “parking lot” for topics we would like to explore but not directly related to workload negotiations. These topics so far include exploring how FLEX days are a part of our academic calendar, defining necessity leaves, aligning those hired mid-year with the rest of employees for step advancement, and comparing our student success rates to those districts in our demographics.

7. The meeting ended at 3:00pm.

Submitted by Jillian Daly