Table Talk
Faculty Contract Negotiations

April 17, 2013
2:00pm-5:00pm

Members present: Jillian Daly, Cece Hudelson-Putnam, Rose LaMont, Emily Malsam, Tom Nomof, Victoria Simmons, Michael Sundquist, Gene Womble

Recollections: Victoria Simmons, Tom Nomof

The meeting set our goals for a June 2013 Tentative Agreement and for mutual re-openers for 2014 and 2015.

1. The meeting began with an agreement to increase the cap on overload at 167%. Reassigned time will count in the load cap.
2. Next we outlined what we believe we can accomplish for a June Tentative Agreement. The agreement will hopefully include the following:
   a. Total compensation
   b. Overload cap language
   c. Load balancing within a semester
   d. Under load options (ways to make up load)
   e. Work week definition
   f. Minimum class size (20 students with many exceptions)
   g. Large class size accommodation (using census date and with 10% load increments)
   h. Distance Education
   i. Banked leave (possible back-burner)
3. We then reviewed a new draft of Distance Education recommendations from the DE workgroup. Many of the issues outlined in the 3-17-13 Table Talk were further defined.
4. We created a list of mutual re-openers for the next two years:
   a. Total compensation for 2014 and 2015
   b. Second round of Distance Education concepts
   c. Due Process
   d. Banked leave (if not accomplished this round) and Professional leaves
   e. Second round of Workload issues, including Maximum Class Size, Lecture/Laboratory load, Non-instructional workload, Part-time/Overload (PTOL) issues
5. Finally, we reviewed what needed to be written by the Workload Ad Hoc workgroup to bring back to the table: Overload Cap language, Completion of a Personal Necessity Leave MOU (eliminating criteria language), and Load Balancing language that will include these concept—Balancing within one semester, Date of approval, Bumping part-time load, and Retraining/Reassignment/Sabbatical Leave options.
6. The meeting ended at 5:00pm.

Submitted by Jillian Daly