Table Talk

Faculty Contract Negotiations

May 6, 2013 (1:30-5:00pm) and May 20, 2013 (1:00-5:00pm)

Members present: Jillian Daly (May 6 Only), Cece Hudelson-Putnam, Maryl Landess, Emily Malsam, Tom Nomof, Victoria Simmons, Michael Sundquist, Gene Womble

Recollections: Victoria Simmons

The May 6th meeting focused on SISC health benefits costs for 2013-2014 and a YFA presentation of salary data comparing YCCD to our negotiated cohort. The May 20th meeting finalized new Workload language for Article 4 and a brand new article on Distance Education. Option for total compensation were also created at the May 20th meeting.

May 6, 2013:

1. The meeting began by approving the Table Talks for March 27 and April 17.
2. We then reviewed data from SISC comparing our current health benefits plans with several proposed by SISC based on an overall 10% increase in cost for the 2013-2014 benefits year. We also reviewed data that cost out a 1% salary raise for reference in discussions.
3. Next we reviewed handouts created by the YFA Salary Structure Work Group (Maryl Landess, Rose LaMont, Sarah Curl, and Linda Kropp) and noted that, based on salary comparisons only, faculty would need, depending on step, a 5% to 11% salary increase (with the average being 8%) in order to reach median of our negotiated cohort. The Work Group presented several scenarios for salary increases that included a multi-year scenario combining salary increases with the elimination of five steps over a three-year process in order to increase life-time earnings. Salary and total compensation comparisons using our negotiated cohort are based solely on the highest non-doctorate column.
4. The meeting ended with agreement to bring the interests of the Board of Trustees to the next meeting. We also requested discussion with District on the possibility in the near future of having District pay into STRS for our part-time faculty rather than the current annuity program.

May 20, 2013:

1. Both teams reviewed all new language under Article 4: Workload, and made preliminary adjustments to contract language regarding options to address underload problems, load balancing, overload, and an increase in funds for Large Class Accommodation Block Grants. We had final agreement on our Article 4 language.
2. Next we moved on to our new Distance Education (DE) article and agreed to final language that included compensation for DE training and mentoring, minimum DE Coordinator support for each college, Office Hours, and more stability maintaining our Learning Management System.

3. Finally, the teams reviewed total compensation data that indicated YCCD was still 2% to 6% (with the average being 4%) below median in comparison to our negotiated cohort (NOTE: we were 5% to 11% below median based on salary alone). Some discussion occurred as to the cost of maintaining health benefits “bridge” language for faculty who retire before reaching Medicare eligibility. Currently, District pays for health benefits up until Medicare eligibility for those faculty members who retire earlier than age 65. Both teams then began to place options for salary and health benefits up on the Board without evaluation, and twenty different options were created.

4. The meeting ended with agreement to return at our next meeting with more options and then final evaluation of those options with a Tentative Agreement to be ratified in June.

Submitted by Jillian Daly