Table Talk
Faculty Contract Negotiations
January 18, 2013
2:00-5:00pm

Members present: Jillian Daly, Cece Hudleson-Putnam, Emily Malsam, Tom Nomof, Diane Wirth, Michael Sundquist, Gene Womble

Recollections: Michael Sundquist

Absent: Michael Guerra

1. The meeting began with a review of an FSA Guideline for discipline specialists that will become an Appendix in the Faculty Contract. Discipline specialists asked to review applications for additional FSAs will fill out this form as a part of their review process. YFA is working with the two Academic Senates to create the final draft of this form. The table also approved extending the FSA approval process to mid-April in order to allow the two Academic Senates time to create their discipline specialist selection process.

2. We then agreed to the creation of a Memorandum of Understanding to address concerns with our Personal Necessity Leave language. We agreed to remove vague language that might make administration the arbiter in determining personal necessity leave use and to keep the language general but clear. We agreed to also revise the Personal Necessity Leave request form.

3. We reviewed a model from Long Beach CCD of their seniority/FSA list and decided it was strong and clear and that YCCD’s new seniority/FSA lists should follow their model.

4. Next, we had a long conversation about how to define what subjects come under the larger title of "Workload" and, in particular, how to educate executive management about how Workload has been defined within our cohort contracts and by the State Employer Employee Relations Committee. Under the Employer Employee Relations Act, union representation “shall be limited to matters relating to wages, hours of employment, and other terms and conditions of employment. “Terms and conditions of employment” mean health and welfare benefits as defined by Section 53200, leave, transfer and reassignment policies, safety conditions of employment, class size, procedures to be used for the evaluation of employees." All these topics, therefore, have been deemed as negotiable.

5. We then moved on to maximum class size, looking at data and discussing issues of retention, enrollment management, etc. We agreed to look at the Fall 2012 maximum class size enrollments at both colleges as a starting point. There was also a general agreement at the table that our role is to capture past practice while eliminating any odd discrepancies or inequities that have occurred. Both teams agree that the purpose of negotiating workload is to increase efficiency and equity while also increasing revenue generation for increased faculty compensation.
6. We reviewed Distance Education articles in six of our cohorts’ contracts and agreed to create a Distance Education Work Group with members from both teams, as well as participation with Mike Smedshammer and Melissa Colon, the two D.E. coordinators for MJC and CC.

7. Finally, we agreed to look at lecture and laboratory load factor research completed by Tom Nomof and to continue maximum class size discussions at our next scheduled meeting.

Submitted by Jillian Daly