Table Talk

Faculty Contract Negotiations

September 7, 2012

9:00 a.m. to 12:00 p.m.

Members Present: Jillian Daly, Cecelia Hudelson- Putnam, Rose LaMont, Emily Malsam, Tom Nomof, Gina Rose, Michael Sundquist, Diane Wirth, Gene Womble

Recollections: Emily Malsam

The purpose of this meeting was to map out meeting schedules and to agree with processes for guiding both teams through negotiations on contingency concessions if Proposition 30 does not pass and on Workload.

1. We began with a brush up course on Interest-Based Bargaining and discussed the differences between positional bargaining and IBB.

2. We then discussed how we would run our meetings during the upcoming year with no budget for a note-taker, facilitator, or for brain-food. We agreed to rotate who would take minutes and who would bring snacks to the meeting. Cece Hudelson- Putnam agreed to chart out our agreements. Jillian Daly will continue to write the Table Talks, which will be approved at the table before going out to constituent groups.

3. We agreed to an Agenda format that includes discussion of the following at the end of each meeting:
   a. Review data and homework assignments needed for next meeting
   b. Discuss what information can go out to constituency groups for discussion
   c. Discuss how we can improve the next meeting
   d. Choose the note-taker for the next meeting

4. Next, we established Ground Rules for conduct during negotiations; for example, we agreed to keep cell phones silent, to not interrupt each other, to raise hands to speak, etc.

5. We then had a conversation about the District’s new negotiation team member—Cece Hudelson- Putnam. As Cece was most recently a member of the YFA negotiation team, both sides wanted to air out any concerns they might have regarding boundaries. We talked out all concerns and both teams felt satisfied and ready to move forward.

6. Our next topic was to agree to each team’s quorum in order to conduct business at the table.
   The District team agreed it needs any two members present, and YFA agreed they need to have any three members present to make decisions. Both teams agreed that when negotiations get to the point of options and evaluating them down to a final agreement, all team members need to be present at the table.

7. We then scheduled ourselves 22 hours of meetings between September 7 and October 12 in order to complete contingency concessions.

8. We next agreed to bring the following data back to the table on September 14:
a. A 2012-2013 budget overview
b. A five-year trend analysis of YCCD Reserves and Total Revenue
c. Current cost of 1% salary for all faculty
d. Current “Scattergram”—a document that lists total number of faculty on each step and column
e. Each college cost of sabbaticals (budget line item) in last five years
f. Interests

9. We ended the meeting with a general discussion of budget and workload and agreed to some items we need to begin researching: number of section offerings each semester and summer at both colleges (trend analysis); PTOL cost for the previous; a look at under-load areas; current class sizes across the district and within each discipline, etc. YFA reported that they have created a Workload Work Group made up of faculty across disciplines and from both colleges that will begin to meet soon to research Workload and make recommendations to YFA.

10. The meeting ended at 12:00pm.

Submitted by Jillian Daly