Table Talk
Faculty Contract Negotiations
December 1st, 2014

Members present: Gina Leguria, Susan Kincade, Mike Sundquist, Leslie Buckalew, Victoria Simmons, Tom Nomof, Sarah Curl, Iris Carroll, Jim Stevens

Absent: Gene Womble, Shirley Campbell

Recollections: Mike Sundquist & Victoria Simmons

Negotiations work continued on the due process article, discipline article and banked leave proposal. Highlights of the session are outlined below:

1. Recollections and Table Talk from the November 24th meeting were tabled until the December 16th meeting.

2. Training: A training date for interest-based bargaining was set for January 30th with Neil Bodine. A training date for traditional bargaining has been proposed for January 23rd from 8:30 a.m. – 4:30 p.m.

3. Due Process Article: The scope of the article was redefined to include the term “unit member” which would include both full-time and adjunct faculty. Agreement by consensus for this article was reached by the Negotiations Team.

4. Discipline Article: It was agreed that a signature line and check boxes would be added to the template form of the discipline letter to ensure that the discipline process involved a second level administrator in addition to the division dean. The discipline article was agreed to by consensus by the Negotiations Team.

5. Overload Banking and Banked Leave Discussion:
   i. YFA re-stated its interest in increasing the accumulation of banked leave from 1 semester to 2 semesters. District expressed concern about piggy-backing banked leave with sabbatical leave or retirement and how an additional semester of leave would impact the faculty obligation number (FON), since full-time faculty cannot be counted towards the FON when on banked leave.
   
   ii. District suggested options to amend the banking article include: increasing banked leave accumulation up to 140% rather than 200% of current level; provision to ensure that sabbaticals could not be taken within 2 years of taking banked leave; provision stating that upon receiving a full semester of banked leave any subsequent leave the following semester can only be taken to annualize a load or other leaves of absence (FMLA, CFRA, PDL).

3. Agenda for next meeting: Continuation of discussion on banking

Submitted by Tom Nomof