

Guild Membership Meeting

November 17, 2009

CALL TO ORDER (12:01) QUORUM VERIFIED

I. Consideration of Minutes from October 20, 2009

- A. MSU (Peggy Renner/Roger Bowerman) to approve minutes as read.

II. ANNOUNCEMENTS

- A. PIO Update and PQE – David Attyah
 - 1. Made a pitch for more contributions. We have 23 faculty who have either signed up or raised their contribution. CFT Political Director Ken Burt is encouraging each local to have \$50,000 in reserves. We need to get ready for 2011 Board elections, etc.
 - 2. Recommended contributions are \$10 for full-time faculty and \$3 for adjunct faculty. We need more faculty to contribute so that Board candidates and others know that we are serious.
 - 3. The forms are online.
- B. Open Enrollment & the Health Fair – Eric Johnston
 - 1. The Health Fair is today from 1 to 4 P.M. If you plan to change your insurance carrier, please see them today.
 - 2. The accidental death program is a voluntary program. It's not life insurance. Hartford is taking over AIG. It will be the same cost for those already in AIG.
- C. Guild Web Page is up thanks to Frankie Strong. The archives will also be eventually up on the web page.
- D. Technical Review Report—It will be reviewed by the executive committees in the Senate, CSEA, and the Guild. John Queen stated that it will be released to the faculty after the Senate Exec reviews the report.

III. DISCUSSION AND APPROVAL OF OLD BUSINESS

- A. Negotiations & Budget Update- Isabelle Saber
 - 1. For the last five months, the focus for negotiations has been on salaries, so the other openers have suffered. The Guild offered pay cuts in an effort to cooperate but the District rejected the offer. Currently, there are irreconcilable differences between the Guild and the District on salary negotiations; therefore, salary discussions have been tabled for now. We will wait for mid-year revisions. Expect and be prepared for mid-year salary cuts. It's likely that a one year pay cut will be negotiated and this will affect Summer 2010

2. Any pay cut can affect pension if a faculty member is retiring at the end of this year. (Less than 25 years=Average of 3 highest years is used; greater than 25 years=Highest salary is used.)
3. No discussion of a freeze in step and column.
4. The problem is that the budget seems to be balanced on the backs of the faculty. We asked for a list of concessions that administrators and classified have made.
5. Cuts to faculty
 - i. RTEP
 - ii. Staff Development money
 - iii. 30% reduction in winter offerings
 - iv. Elimination of second Summer Session
 - v. Possible elimination of sabbaticals for 2010-2011
 - vi. Possible elimination of summer stipends for assistant division chairs
 - vii. 1% salary raise was deferred
 - viii. Went back to 2006-2007 offerings
 - ix. The CSEA and administrators will be on a four-day work week during short sessions. However, the District did not consider the counselors' situation. The counselors would have to make up the time they take off on Fridays somewhere else.
6. Salary and Benefits Task Force is meeting today. They are looking into all things salary.
7. The task force on division chairs' and assistant chairs' issues is a six-person task force. They will look at the openers that pertain to division chairs and assistant chairs.
8. Tentatively agreed on Summer 2010 schedule, but we have not signed off on 2010-2011 Calendar. Summer 2010 will have an earlier start—that is, instead of June 28, 2009, we will be starting on June 21, 2009. There will only be one summer session. Division will be allowed the flexibility to schedule either five or six week classes.
9. Division chairs have given input on the language for a rotation policy for short sessions. Close to signing off on it.
10. Sabbaticals. Last year, sabbaticals were reduced from 6 to 4.2 with consultation with the Guild. This year, we heard that the District may not provide any sabbaticals. The language in our contract is permissive. Article VII, Section 5, Subsection B.10 states: "For each academic year, the equivalent of six (6) full-time leaves **may be** budgeted by the District." (Emphasis added.) We will fight to get a reduced number. The issue went to Budget Committee from Campus Exec and will be brought back to Guild Exec for a recommendation. John and the Senate are seeing what they can do. There is some sympathy on the part of the District to provide some sabbaticals.
11. New language on tenure-time line and procedures. We plan to sign off on it before the holiday break. Currently, a fourth committee member

can be appointed by the Guild after a faculty member receives an unsatisfactory evaluation. The new language allows for a fourth person to be appointed by the Guild when there is either a needs to improve or an unsatisfactory evaluation. Clarification on the number of votes required to terminate a probationary faculty in years 1 and 2 are also included.

12. On block scheduling, the Guild Negotiating Team has decided to move away from “hard” and “soft” language. There is too much grey area. A poll was taken of the membership regarding their preference for four versus two college hours per week. It was close. There are advantages and disadvantages to both. Further discussion is necessary. The college hour will be from 12:20 to 1:30 P.M.
 13. The openers on the improvement of dental and vision plans.
 - i. There has been movement on the dental plan, but not on the vision plan.
 - ii. Premiere dentist vs. PPO dentist. The premier dentist gets more perks. The PPO gives you more bang for your buck.
 - iii. If you want to save money and move to a PPO, the cap will increase from \$1,200 to \$1,400.
 - iv. Working on providing a third cleaning and white fillings.
 14. We are currently in a legal battle because the District is trying to nullify a clause in Article IX of our contract, which pertains to extending the tenure review timeline commensurate to the time missed due to an approved leave. This battle can become costly.
- B. Block Scheduling – Peter Stathis
1. The block scheduling model presented at the last faculty meeting has passed Campus Exec. At this point, there are negotiable items.

IV. DISCUSSION/APPROVAL OF NEW BUSINESS

- A. Discussion & vote on by-laws changes – Ramona Barrio-Sotillo
1. MSC (Roger Bowerman//Terry Coblenz) Vote on By-Laws language changes to Article IV, Sections 7 and 8, which were sunshined at the October 20, 2009 Guild membership meeting. (Note: One abstention.)

V. ADJOURNMENT

- A. MSU (David Attyah/Richard Kamei) Move to Adjourn

Time: 1:01 p.m.

Minutes Prepared by Richard T. Kamei