

Guild Membership Meeting  
December 15, 2009

Call to Order: 12:13 p.m. – Quorum Established

I. Consideration of Minutes from November 17, 2009

MSC (Roger Bowerman/Steve Marsden) – Approval of the minutes

II. Negotiations – Isabelle

- A. We have 6 Tentative Agreements to present to the Membership today. Ballots are due January 4; 2:00 p.m. is the voting deadline
- B. Before I begin, I want to mention that on the campus, we hear how much better things are compared to the past previous years. However, out of 30 openers (15 for us and 15 for the District), we have settled on 1, 29 more to go. Five months we have gone around and around on salaries. This is disappointing, difficult and frustrating for us. Please be aware of this.
- C. Tentative Agreements:
  1. Intersession Pay – we added one sentence – every year we are allowed to teach up to 60% of our load. We have added: “the year begins with the first summer session.”
  2. FMLA Extension – currently, the law allows up to 12 weeks of time off. Over the past few years we had several side letters so that members can take the entire semester off without losing paid status. This negotiated item now reflects that members may use banked time, comp time or pn to make up for the entire semester.
  3. Selection of Staff for Short Sessions – New Rotation Language applies campus wide. If you get to teach a class, you go to the bottom of the list. Everyone ahead of you has the opportunity to teach this course until it comes back to you.
  4. Summer 2010 Academic Calendar Proposal. – 2<sup>nd</sup> Summer was eliminated  
6 weeks; 4 workdays per week  
June 21, 2010 – July 29, 2010
  5. 2010/2011 Academic Calendar Proposal  
6:00 p.m. Graduation Ceremony  
Institute Day for 2010 will be the Friday of the first week beginning with lunch  
9/3/09  
6 hours of Flex; 3 hours for Luncheon and 3 hours for the meeting
  6. Salary Agreement:  
What the Guild is giving up:  
Guild contributes its share of the Blue Shield Money  
All Salary schedules and stipends (but not schedule B1 & B2) shall be reduced by 1% for work performed during second half of the academic year (1/2% for whole year)  
What the Guild gets:  
Parity Freeze for Adjunct to the end of the 2010 Academic Year and a promise that we will negotiate this in the upcoming year.

Management gave up their share of the Blue Shield money and has given up 1.5% of their salary.

CSEA hasn't finished negotiating yet. If they chose not to give up the Blue Shield money or have salary cuts (or furlough days), then the District will have to take drastic measures next year. The Guild has made sure that each group shares equally their proportionate share of concessions.

Traditionally, we have always been a "me too" district with other groups on campus. This current climate, CSEA has decided not to be part of the "me too" culture – the Guild needs to decide if we want to still partner with CSEA in the future.

Reserves: This has been a sticking point for the Board. This money is there to tap into when it's raining, and it's been pouring. The board has been adamant about not going below 5%. We got them to agree to kick in up to \$300,000 if they need extra money before coming back to the faculty.

- D. We're not going to be able to get to all openers this next semester. We tried to restrict the openers for this year, but we still ended up behind. We also have to address Block Scheduling. We have a few task forces that are up and running – Division chairs and Asst Chairs salaries, Benefits and Salaries Task Force

### III. Task Force - Steve Marsden

We have created a Benefit and Salary Task Force which includes four members, Ron Nakasone, Steve Marsden, Linda Watkins and the Student Body President. We have already identified areas that we are going to look at, and it is not just Benefits and Salaries, but all types of items. The plan is comprehensive. In January/February, in order to look at these areas, we will be setting up multiple task forces to help us gather data. Currently 90% of the GCC budget is spent on S & B and the statewide average is 80-85%. Finding this money would solve a lot of problems. We are not doing a hatchet job – but we aim to find out where the problem is.

MSU (Bart/Steve) Move to adjourn.

Adjourned: 1:01 p.m.

Minutes prepared by: Elizabeth Kronbeck

Next Meeting: February 16, 2010 12:00 Krieder Hall