Guild Membership Meeting

April 23, 2013
12:20-1:30 p.m.
Kreider Hall, SR 138

I. Call to Order: 12:25 p.m. – Quorum Established

II. **Approval of Minutes** – Minutes available online http://www.glendale.edu.guild
   a. Consideration of Minutes from March 19, 2013
   MSC (Roger Bowerman /Inger Thompson) Move to approve minutes as read.

III. Call for Additional Agenda Items
   a. Hourly Pay

IV. Introducing the 2013/14 Guild Executive Team
   a. Isabelle Saber, President
   b. Richard Kamei, Vice President
   c. Julie Gamberg Vice President
   d. Moe Taghdis, Operations Officer
   e. Beth Kronbeck, Secretary
   f. Zo Kaye, Grievance Officer
   g. Jeanette Stirdivant, PIO
   h. Cheryl Johnson, Garfield Rep

V. Treasury Items
   a. Internal Audit Report – Report Attached
   b. PQE Transfer – Sunshine proposal to transfer $8000 of PQE funds to the General Fund
   c. 2013/14 Guild Budget – Report Attached

VI. Sunshine of Proposed Guild By-Law Change
(Article III, Section 4) – Sunshined at March 2013 Meeting
"Recordings of Guild membership meetings or their dissemination are only allowed with advance permission of the Guild Executive Committee."
*Note: The above language replaces the By-Law change proposed at the February 2013 meeting.

MSC (John Queen/Roger Bowerman) Move to approve Guild By-Law Change including the friendly amendment, "Recordings of Guild membership meetings or their dissemination are only allowed with advance permission of the Guild Executive Committee. Membership will be notified when permission has been granted."

VII. Negotiations Update

Tentative Agreements this semester
- Student Services faculty may unbank hours between Fall & Spring semester
- increase maximum number of adjunct office hours that can be done online from 1 out of 2 to 2 out of 2

- clarified language in the contract: "College Specialist" is now "Reading Specialist", and for Student Services faculty "scheduled" hours are now "on-duty" hours, and "minimum of 35 hours" is now "35 hours"

Also a "TA" to extend and beef-up health insurance opt-out incentive
- 4 employees who previously were opting-out with no incentive were joined by 2 more employees under the current $250/month incentive
- incentive will go up to $400/month if 2 more employees (8 employees total) sign up, and $500/month if 4 more (10 total) sign up
- new incentives will begin July 1, and a successor agreement about the program will have to be in place by January 1, 2014

To be discussed this afternoon -- changes in the contract's load chart
- updating names of some subjects
- creating loads for subjects not previously in the chart (Engineering, Engineering Technology, Industrial Technology, and Kinesiology)
- making permanent the temporary reduction in load from 21 to 18 for Media Arts
- potential reductions in loads for some non-credit subjects (Business Office Skills, Developmental Skills, and ESL)
- SB 114 requirements on "school year hours"
District wants to discuss having an extra day in each final exam week
- have the 2 days needed taken from our 5-day flex obligation, and thus reduce flex to 3 days? - or from days of instruction? - or reject the whole notion?

- we can piggyback a poll about this on to the next ratification ballot, which will go out once we get a tentative agreement on "the big ball of wax" package.

“Big Ball of Wax” – What we are seeking
- 2% increase in Schedule A on July 1, 2013 and again on July 1, 2014 for all contract faculty (but a corresponding decrease in the increment for counselors and reading specialists, so that they would see no net change in pay)
- delivery of the long-deferred 1% pay increase on July 1, 2013
- guarantee that course offerings in short sessions will be at least 10% of the offerings in a typical semester from now on
- building of existing 5.96% "parity" differential for adjunct faculty into their base pay, ending the annual fights about decreasing it as funding from Sacramento dwindles
- increase in pay on steps 5 and 6 of the adjunct salary schedules by 4.25%
- agreement that adjunct faculty cannot be obligated to develop, edit, nor discuss assessment results for Student Learning Outcomes (but must assess and report them)
- an additional 0.25% pay cut in 2012-13 pay (bringing annualized total to 1.25%), to be taken on one's June check
- replacement of the pro rata pay system for short session work by a "super hourly" rate that tops out around $85 per classroom hour (but half this rate for librarian and non-reading specialist work hours)
- participate in a study of the pros and cons of the Early Spring calendar option for 2014-15 reopeners coming in May

- the option for adjunct faculty to contribute to Social Security, (rather than only to CalSTRS), that newly-hired adjunct faculty not be put into the CalSTRS Cash Balance Plan by default, and that better information be given to new hires as to their options for retirement systems.
- to develop a system of released time and/or extra pay for small academic departments which are responsible for work such as student learning outcome assessment cycles, program learning outcomes and Program Reviews, grant acquisition and management, etc.
- to discuss the system of contributions to the adjunct faculty health insurance pool, in the context of the federal Affordable Care Act's full implementation, which is looming.

District wants to discuss:
- health benefits and how they are paid for
- division chair responsibilities and pay
- work year (and pay?) for counselors

VIII. Guild Exec Update

a. Presidential Candidate Forums are this Thursday, 4/25/13. Please attend these forums if you can. Board interviews will follow on Friday
b. Potential New Health Plans Explained: Ron Nakasone is hosting Alliant on Tuesday 4/30 during the College Hour and CalPers on Monday 5/6. Please attend these meetings and ask questions you may have.

IX. **Hourly Pay –** Edgar expressed his disastisfaction that full timers overload pay is less than the adjunct hourly rate.

X. **Adjournment**

Adjourned: 1:25 p.m.
Minutes prepared by: Elizabeth Kronbeck