Guild Membership Meeting
June 6, 2013
12:20-1:30 p.m.
SB 243

I. Call to Order: 12:30 p.m. – Quorum Established

II. **Approval of Minutes** – Minutes available online http://www.glendale.edu.guild
a. Consideration of Minutes from May 14, 2013
MSC (Stuart Nowinski/Greg Perkins) Move to approve minutes as read.

III. Call for Additional Agenda Items
a. Request was made to make clear the summer pay
Until the end of June, all pay is based on the old schedule. Beginning July 1, new rates will take effect. Isabelle Saber will send out an email clarifying the new rates.

IV. Proposal to Endorse Andra Hoffman (Verstraete) for Assembly
MSU (Ramona Barrio-Sotillo/Greg Perkins) Move to have Guild Support for Andra Hoffman for State Assembly of the 45th District.

V. Transition Plan
a. Saber is stepping down effective June 30, 2013
b. Richard Kamei is accepting the position of President leaving a vacancy at 1st VP
c. There will be a special election in the Fall to elect a new 1st VP
MSU (Nancy Getty/Moe Taghdis) Move to appoint Isabelle Saber as the interim 1st VP during the Summer months until a new 1st VP is elected.

VI. Negotiations Update
a. Long-deferred 1% campus-wide raise is scheduled for July 1.
- Can only be further delayed by declaration of fiscal emergency by the Board before then.

b. District resisting idea of reducing flex days to balance lengthened finals' weeks, due to the funding impact.
- They will work on an approach over the summer .

c. District elaborated on their 3 re-openers:

1. New work year for FUTURE counselors -- no indication of whether it would be shorter, staggered relative to the current work year, or both.

2. They want to save money on what they pay for our health benefits -- their initial proposal: We all pay 10% of their premium or change potentially carrier

3. Reduce the list of division chair responsibilities and increase chair compensation, acknowledging the increased workload in recent years from SLO's & PLO's & accreditation & program review, etc. (dovetails with our re-opener about department heads).

VII. Negotiating Team Line Up: Approval of David Hassett to join the Team Fall 2013
MSC (Liz Russell/Mike Reed) Move to appoint David Hassett to the Negotiating team

VIII. Comparison of Adjunct Salaries Across 13 Districts – A Decade Long Discussion

a. Why do adjunct faculty get parity pay?

•In late 2001, a study was ordered by the state legislature, comparing the workload and pay of adjunct faculty to that of full-time faculty[1]

*The study showed that part-timers were not being paid for their workload outside the classroom, commensurate with full-time faculty

b. Parity Pay: The proportion of a full-time faculty member's salary that is attributable to equivalent work carried out by an adjunct faculty member (e.g. preparation, teaching, grading, - may or may not include office hours and/or other professional duties).

•In 2002 the state legislature added an "equity line item" to the annual community college budget to boost adjunct pay towards parity.
•Districts were asked to define the aspects of job "parity" for their part-time faculty.
•Office hours & professional duties could be included or excluded. The average parity % without the above work was considered to be 87.5%
•Many districts currently define parity at around 70%-100% of full-time faculty work and use a percent of the FT salary schedule to pay adjuncts.

c. Why Did GCC Adjunct Pay fall in relation to Full-time faculty Pay over time?

•The state cut the "equity line item" in the state budget
•GCC therefore cut the parity % in adjunct pay
•Some disciplines are lowering their load

Please see attached for charts and graphs

IX. Guild Exec Update (postponed until next meeting)

X. Future of the Chaparral (postponed until next meeting)

XI. Health Plan Options for 2014 – Begin the Discussion

Our current broker will be quoting GCC on three different health plans, Blue Shield, Blue Cross and SISC. The good news is that we don't have to go to other brokers for quotes from these companies. Alliant is a broker for SISC, and the benefits committee found out that our own current broker can quote us on SISC too and it was decided that we would get three quotes from our broker on three plans: current PPO plan, SISC plan (Blue Cross), and a downgraded PPO Blue Shield Plan (80/20)

XII. **Adjournment**

Adjourned: 1:30 p.m.
Minutes prepared by: Elizabeth Kronbeck

[1] *www.cpec.ca.gov/completereports/2001reports/01-01.pdf*