



All Member Meeting

Adopted Minutes

March, 23, 2016, 3:00 – 5:00 p.m.

Room 5402

1. Review of proposed Contract Revisions.

These are available at www.ccft.org. Click on the word “Contract” on the banner along the top of the page to go to the Contract page. For each Article, there is a redline version with deleted text shown as strike-out and inserted text shown as underline and in italics. There is also a clean version that incorporates the changes. The Article 4 TA (tentative agreement, pending ratification) is signed, as well as the revised versions of Article 6 and Article 10. The clean versions of Articles 5 and 7 are will be signed off when Dr. Stork returns on Monday, but they have been approved by both CCFT and the District.

- Article 4 and the accompanying TA provide for a 5% increase for all faculty salary schedules, Part-time and Full Time. The Division Chair salaries are equalized for all divisions. All of these improvements are permanent and retroactive to the beginning of the academic year (1 July 2015). Assuming the contract is ratified, the retroactive pay for this academic year will be in the May 31 paychecks.
- There is also just under \$400K to be distributed in one time stipends that we are using as compensation for the extra workload for learning eLumen and transitioning to Canvas. This will be distributed based on each faculty member’s highest percent workload between fall 15 and spring 16 semesters. Assuming the contract is ratified this will also be in the May 31 paychecks.
- Article 4 provides for the Insurance Pool to be ongoing. The insurance pool payments for this semester will be in the April 30 paychecks.
- Article 5 makes permanent the large lecture loading formula that we have been using this year, as well as the DE training and evaluation requirements from the DE MOU.
- Article 5 maintains the Workload Committee but removes the goal of setting FTES targets. The current college average workload goal of 15 FTES/FTEF is retained but acknowledges the ultimate goal of 17.5 FTES/FTEF.
- Article 5 also provides for online office hours for online courses (officially).
- Article 5 formally acknowledges the increasing responsibilities of instructional faculty, including program review and other division responsibilities.
- At the request of the Division Chairs and the NCC Cluster Coordinators the selection and evaluation process for these positions was updated. For the NCC Cluster Coordinators most of the changes acknowledge the change to Cluster responsibilities and reporting to the Academic Dean.

- Article 6 incorporates new expanded legal requirements for leaves.
- Article 7 fully incorporates evaluation of distance education into our contract and adds a new Appendix G which is the comprehensive evaluation timeline. The terminology for faculty evaluations is updated to reflect the new instructional faculty evaluation forms, including the new off-cycle form that can be passed to the peer evaluation committee for the subsequent off-cycle evaluation. A copy of the new Appendix G is also on the CCFT website.
- Article 10 is about safety. Don't stand on your twirly chair to reach the top shelf!

2. Summary of 2015-2016 Bargaining Process.

Spring 2015

- Membership survey identifies across the board raise as the highest priority with differential increase for PT faculty as distant second.
- Opening Compensation proposal to District: CCFT asked for 8/4/4 over three years, plus 1% for PT (9/7/7), plus tiered benefits to mirror insurance pool, plus increase in office hours for PT faculty, plus increase in SLOA compensation.
- District asked us to wait until August when budget numbers were known. Their opening was about 2.2% — COLA plus the dollars left over from the hires.

Fall 2015

- We deferred PT office hours (except fixed the > 67% mistake) and the increase SLOA compensation because of it being on the wrong side of the budget. We stayed with 6.5/7.5 and equal Division Chair salary. We accepted continuation of insurance pool in lieu of increase to benefits.
- October rally over the refusal of the District to pay for the equitable pay for Division Chairs.
- The EB added a demand for bumping rights for PT. It was not there at the beginning of negotiations. This was gradually reduced in scope, to try for acceptance at the table.
- The District offered 3.21% on schedule and we went to impasse. For impasse we carried a demand for 6.5/7.5 and bumping rights.

Spring 2016

- Used Winter Break to plan a boycott of opening day and an informational picket. All communications using snail mail and personal email.
- Opening Day Informational Picket: Arranged for media coverage; Over 100 people, including Cal Poly CFA, participated. Distributed data on FT salaries compared statewide and to our comparable colleges

- Flash Rally on Feb 9 going into last negotiations.
- BOT picket on March 2.
- Information to the BOT: Spoke to the need for raises at EVERY BOT meeting - that salaries should be at or above the average of our comparable colleges; requested current salary information from CFT and provided this to every Board member; did follow up media reports.
- Impasse Mediation: the District increased the on schedule offer to 4.78 on schedule and 1.5 off schedule. We ultimately agreed to 5.0 on schedule for everyone, 2.0 off - schedule, the increase to the Division chairs, the ongoing insurance pool; and an automatic re-opener for part-time bumping rights in October 2016.

3. Questions and Comments from the membership.

- Request that the EB send out a about better explanation about how the changes in Article 6 will affect Family Medical Leave.
- Request that the three days maximum of sick leave prior to mandatory submission of a doctor's note be expanded to five days.
- Use the spring membership survey to determine the true status of part-time faculty. How many are just supplementing another full-time job as opposed to relying on employment at cuesta for a primary source of income.
- Communicate with the division chairs to make it clear that if the TA is ratified we have received compensation for the initial implementation of eLumen and Canvas. Try to negotiate more compensation for part-timers next year in the SLO category for ongoing work involving eLumen.
- Question: What happens if the TA is not ratified? Answer: We would go back to mediation to try to change what was unacceptable to the membership in the TA. If an agreement is not reached, we would enter into fact-finding.