



**Council of Representatives**

**Draft Member Meeting Minutes**

18 Dec. 2014, 3:30--5:00 p.m.

SLO Room 3219 and Polycom to N3114

**Member Meeting:** Started at 3:36 p.m. with approximately 40 members present.

Presided over by Tom Patchell

**Proposed Tentative Agreement (TA) (Stakes and Negotiation Team)**

The majority of the Member Meeting involved discussion of the pros and cons of approval of the December 2 TA.

1. CCFT President and Chief Negotiator, Debra Stakes, reviewed the history of negotiations including the request for a 1% increase in salary, more equitable large lecture loading, and an increase in the rate of PT office hours. The refusal of the District to bargain these items resulted in impasse declared on Feb 18, 2014. This was followed by an unproductive attempt at mediation in summer 2014, and a request to PERB for fact-finding. The Fact-Finder (and the District) requested a mediated settlement to the items in fact-finding that culminated in the 2 Dec. 2014 TA. This was signed by the Union and the District and is now submitted for ratification by the membership.
2. Pros and Cons of ratification were concerned primarily with:
  - a. Is the District able to pay a salary increase given the large annual surplus? The District's position is that it needs to reduce costs or increase revenue to provide the salary increase.
  - b. The re-establishment of a Workload Committee that has not been convened for many years. The Workload committee language in the existing contract refers to an average of 525 WSCH (weekly student contact hours) that translates to a FTES/FTEF of 17.5 and an average class size of 35 students for a 3-hour course. The revised language changes the WSCH to 450 with a FTES/FTEF of 15 for a 3-hour course and an average class size of 30.
  - c. Efficiency definitions (WSCH) included in the contract and the unclear criteria and process used to determine the target FTES/FTEF for individual divisions as well the reference in the revised CBA language to course caps on the "Course Outline of Record (COR)" which is a document within the purview of the Senate Curriculum Committee.
  - d. Concern over ultimate control of course caps, managers vs. faculty, and the faculty desire to preserve pedagogy and incorporate input from the Curriculum Course Caps Task Force.
  - e. Implications of rejection of TA
3. The ratification election will take place as per CCFT Constitution on Jan 16-27, 2015.

Minutes are respectfully submitted by Nancy Mann, Secretary (from notes provided by Mark Tomes, Treasurer), 22 Dec. 2014.

Next member meeting on Thursday March 26 at 3:30 in room 3219 with Polycom to N3114