

## **Unadopted VVC Faculty Association Meeting Minutes**

Thursday, September 18, 2014

Administrative Services, Building 10, Room 8, 3:30 pm

**CALL TO ORDER** – Meeting called to order @ 3:30 pm

| Area |   | Area Representatives |   | AT LARGE Area Representatives | Members/Guest   |
|------|---|----------------------|---|-------------------------------|-----------------|
| 1    | √ | Burg, Ed             |   | Smith, Mike                   | Davis, Tracy    |
| 2    |   |                      |   | Cole, Christine               | Hollomon, David |
| 2    |   | Thibeault, Sally     |   |                               | Jennings, Patti |
| 3    | √ | Adell, Tim           |   | <b>Executive Officers</b>     |                 |
| 3    |   | Malone, Patrick      | √ | Menser, Gary, President       |                 |
| 4    | √ | Tomlin, Karen        | √ | Gibbs, David, Vice President  |                 |
| 4    | √ | Golder, Patty        | √ | Ellis, Lisa, Past President   |                 |
| 5    |   | Huiner, Leslie       | √ | Rubayi, Khalid, Secretary     |                 |
| 5    | √ | McCracken, Mike      | √ | Cerreto, Richard, Treasurer   |                 |
| 6    | √ | Heaberlin, Ed        |   |                               |                 |
| 7    |   | Blanchard, Debra     |   |                               |                 |
| 8    | √ | Gibbs, Jessica       |   |                               |                 |
| 8    | √ | Butros, Michael      |   |                               |                 |
| 9    |   | Shaner, Keith        |   |                               |                 |
| 9    | √ | Oliver, Claude       |   |                               |                 |

### **Additions and Revisions to the Agenda**

#### **1. Action Items**

**1.1 Approval of the May 15, 2014 Minutes** – Approved as presented

#### **2. President's Report and Announcements**

Bargaining and negotiations with the district; two packets were presented at the meeting, the first packet describes the association proposal to the district, and the second packet contains the district's proposal for salary and benefits. So far the district did not give any counter offers on any of the association openers, all take away, the district has been "hammering" the negotiation team on salaries and benefits, in summary the district wants summer pay to be hourly and place a cap on health benefits. The district did not change their position since day one of bargaining, and so far did not provide any counter offers.

Mentioned by the bargaining team that we are attempting to offer over a million dollars in savings for the district but it seems not to be enough for the district and the impression is the district wants to get everything out of the full time faculty (between 6 and 7 million dollars).

Mentioned by the leading bargainer Lisa Ellis, the district's main concern is summer school compensation and benefits, since the beginning their offer is hourly pay for summer school, we did counter offer different alternatives and options on summer pay which will save the district a lot of money, but so far the answer is no with no flexibility from the district. The latest proposal from the association is to go down to 80% instead of 85% of salary for summer pay for 9 units and the option to teach these classes at any time

during the academic year, it doesn't have to be only during summer and the rest will be on hourly, which give the district some flexibility. No counter offers so far.

In regard to raises, we are down to 1% plus this year COLA and for next year will be 1% and next year COLA, and for that we are willing to put language in article 12 regarding faculty responsibilities for SLO's. So far the response of the district is no with no counter offer.

The district is offering AFT \$66 on step 5 for hourly pay and offering full time faculty \$63 for hourly on step 5, to be fair to all full time faculty, we suggested a fair hourly wage of \$61 for all full time faculty. So far we don't have a response or a counter offer from the district.

In regards to health benefits, the district want a cap, their original offer is \$13300 cap on health benefits, which is the amount of the cheapest insurance. The second district offer is \$14400 cap covers the second cheapest insurance (HMO). Our counter offer, the district will cover 100% of the cheapest insurance and faculty will have the option to buy up. To avoid going to impasse with the district, our counter offer will make the district pay 100% for the cheapest insurance (HMO) with dental and vision being optional buy. Also we added for the first time a "me too" clause, which means any other constituents in the district get a better deal; we will get the same deal.

Part of the package offer to the district is faculty buyout retirement incentive, the district initial offer is \$25000 and second offer is \$35000, our last offer is to have it a percentage of base pay, 55% of base pay for this year and 50% of base pay for next year.

We opened article 12 and 18, made several proposals to them such as increasing the maximum teaching load and class sizes, the district answer is no with no counter offer.

Board of trustees' upcoming elections, PAC and VVCFA are supporting Dennis Henderson, Brandon Wood and Marianne Tortorici for the 3 open seats. Our campaign will consist of one free CTA post card and two smaller postcards, sent beginning of October and mid-October, before election there will be another postcard reminder. These postcards will be targeted to 3000 local CTA members. Also we will buy a phone number list, which will target 35000 households who have voted in the last election.

### **3. Negotiations**

Included in the President's report

### **4. Executive Officer's Reports**

#### **Past President:**

Included in the President's report

#### **Vice President:**

Included in the President's report

#### **Secretary:**

#### **Treasurer:**

Richard presented members a financial handout showing the net worth and account activity as of this period.

### **Committee Reports or Special Reports**

#### **Social Activities committee:**

#### **Political Action Committee:**

Included in the President's report

#### **Other:**

**ADJOURNMENT** - Meeting adjourned @ 5:00 PM