

PCCFA Negotiations Proposal

September 7, 2012

The PCCFA Negotiations Proposals reflect five general philosophical principles.

- 1) We will be proactive and promote the overall advancement of faculty compensation packages and improvement in working conditions.
- 2) We will practice collegial solidarity with all Classified Staff. We support all staff unions.
- 3) We seek to ensure the most *access* for our students (increase class sections) and the most *success* (reduce normal closing numbers--NCNs).
- 4) We are committed to maintaining the central mission of our *community* college (Career and Technical Education, Transfer, and Basic Skills)
- 5) We are committed to maintaining the integrity of all Shared Governance collegial bodies, including the Academic Senate. We support the principle that faculty developed curricula are to be established in appropriate committees and the FA shall defend those decisions as part of contractual agreement.

General Issues

- 1) Propose a one-year contract (July 1 2012--June 30, 2013)
- 2) Support general salary increases (5% July 2012)
- 3) Maintain the existing college calendar (fall, winter, spring, summer) as established by Shared Governance committees (College Calendar Committee, Academic Senate, College Council).
- 4) Urge a freeze on hiring of nonessential *Management/Administrative* positions for one year
- 5) Maintain Step and Column increases
- 6) Support the principle that a faculty's professional status include an hour's pay for an hour's work (thus we shall eliminate underpaid, partially paid, or unevenly paid "lab" hours and discussion hours)
- 7) Support the hiring of more Full Time faculty; also support the hiring of Classified Staff
- 8) Negotiate working conditions relative to realignment

Part Time Faculty

- 1) Secure language with Seniority Hire Back rights
- 2) Secure a minimal health care plan (two options)
 - A. The college shall provide a stipend of \$250/month while a Part Faculty member is employed at PCC as long as the faculty member can demonstrate proof that he/she is currently enrolled in an independent health care plan.
 - B. The college in collaboration with the Faculty Association shall implement a health care plan that would be in place by January 1, 2013.
- 3) Restructure Part Time (credit) pay schedule by collapsing to ten total steps.
- 4) Expand office hours to the one class /one office hour plan, thus emphasizing parity.
- 5) Seek funds for Part Time faculty development that would address the ongoing problem of unpaid ancillary work. All Part Time faculty shall receive full hourly pay for up to sixteen hours of ancillary work during each semester.

- 6) Propose that Non-Credit Part Time Faculty be put on same pay schedule as Credit Part Time faculty.
- 7) Propose that we provide funds and support for part time professional development.

Full Time Faculty

- 1) Clarify existing language for LGI/NCN issues
- 2) Maintain current medical benefits
- 3) Parity among full-time faculty: 15 hours/semester regardless of subject
- 4) Define "Chair," "Coordinator" or other designations in which faculty take on administrative responsibilities
- 5) Establish family/maternity leave (30 working days)
- 6) Revise and clarify grievance procedures/language clarified or updated
- 7) Maintain overload at existing levels
- 8) Renew the PARS Retirement Incentive package (75% of annual compensation), with explicit language on Hire Back Rights for retirees. Retirees as Part Time Faculty shall be placed on the Part Time Salary Schedule and guaranteed priority of four classes per academic year. This agreement would be negotiated along with item #1 above (Part Time Faculty issues)

Pay Scheduling

- 1) Correct pay discrepancies for Fall/Spring in which 16th week is shorted for PT/FT overload
- 2) Maintain pay schedules for Fall and Spring semesters (four equal installments)
- 3) Establish pay schedules for Winter and Summer sessions. Develop explicit language on equal payments for Intersessions. Two equal checks for Winter and two equal checks for Summer to be paid on specific dates, published by the first day of the session.

PCCFA issues

- 1) FA reassign time be established at a total 4.0 FTE (De Anza, 4.0, Santa Monica, 5.0 during negotiations)
- 2) Establish a new FA office