

## Negotiations Update

November 7, 2012

**Please note: these issues are no longer on the table because negotiations broke off as of Monday, November 5. Below is a summary of the major sticking points.**

The FA has negotiated intensely for two months, yet we have not come to a contractual agreement with the District. The District had given us an ultimatum that their entire proposal would be pulled off the table at 5 PM, the day before the elections. Despite considerable movement on the FA's original proposal, we were not able to come to an agreement. We expect to hear from the District after the Board of Trustee's meeting on Wednesday, November 7, 2012.

- 1) **Class Size (NCNS):** The District seeks to increase class size by 20% above Normal Closing Numbers (NCNs) across all disciplines except where not legally possible (e.g. nursing). Given the extraordinary deliberation by many faculty last year to establish pedagogically sound NCNs, the FA could not in good faith undermine that dynamic collegial process which was discipline driven. The FA did develop a very complex package of increasing Average Class Size (ACS) by 10% through increasing Large Group Instruction (LGI) classes, and faculty taking on *voluntary* increases in class sizes where pedagogically appropriate. **The District refused.**
- 2) **Carnegie Hour:** Campus wide there has been so much misinformation that has precluded genuine clarity. After much discussion during negotiations, we have been able to establish the following:
  - a. Changing to the Carnegie hour would most likely require **the return to the 18-week semester**. Clearly there are many drawbacks to returning to the long high school-style semester.
  - b. Four more weeks per academic year would add significantly to facilities costs, student/faculty commuter costs, an increased carbon footprint, increased costs for student parents' child care, and loss of student employment opportunities.
  - c. Faculty would lose opportunities to develop new classes or research academic areas of interest. The 18-week semester takes an enormous toll on faculty energy and is a debilitating, regressive system that runs counter to all recent efforts to make our college more efficient.
  - d. Perhaps the most disappointing part of the entire Carnegie hour discussion is that the District had never mentioned the return to an 18-week semester. The FA was only able to determine this fact after many hours of negotiations discussions.

The Carnegie hour is already in place currently and does not need to be changed. PCC is in full compliance. If it isn't broken, what is the motivation?

3) **Health Care Benefits:** The District seeks to restructure health care benefits.

It originally sought a **two-tier system** in which newly hired Full Time faculty would pay \$250/month for spouse/partner and \$150 for all dependents (total of \$400/month).

Also the District seeks to end:

- post employment medical benefits for retirees from age 55 to 65
- post-employment medical benefit supplement for retirees over the age of 65, which is currently \$1440 per year

A basic principle of union solidarity is to avoid two-tier compensation/benefits packages. We emphasized to the District that we could not betray future hires and set a very dangerous precedent.

4) **Overload compensation and scheduling:** The District proposed cutting overload and intersession rates up to 43%, thus paying a rate of \$62/hour for full-time contract faculty. The FA could not agree to such massive reductions without significant base salary increases.

### **Now that Proposition 30 has passed...**

California's election results in which Proposition 30 won by a clear majority (54%) bode well for community colleges in the short term. PCC will receive \$6.7 million, equivalent to 1218 additional class sections. In his post-election memo, Brice Harris, the new California Community College Chancellor, urged that we add "classes so that no one who can benefit from higher education in California finds the door closed."

In the longer term, the Democrats may have achieved a supermajority (two-thirds) in the Legislature and the Senate. Until two years ago, California was only one of three states that requires a supermajority to pass a budget *and* to levy taxes. There will likely be more consistent funding for education in the years ahead. The election has produced very significant changes in the financial landscape. Thus we urge that President Rocha immediately reinstate the lost classes from Winter 2013 and expand spring offerings for students that will also provide jobs for Part Time Faculty.