

GCFA

GAVILAN COLLEGE FACULTY ASSOCIATION Fall 2016

Unity Works!

Negotiations Update

FOR UP-TO-DATE INFORMATION

JOIN THE DISCUSSION
Free lunch provided 12-1 p.m.
ADAPTIVE PE GYM
August 22, 2016

During the four months negotiations have been on going, the District's financial situation has changed as the administration realized the college is about 200 full-time equivalent students (FTES) BELOW the state mandated enrollment target of about 5200 instead of the budgeted 100 FTES ABOVE the state cap. This is after ignoring GCFA explanations and concerns about cutting "profitable" classes for many years. For Fall 2016, the District has finally stopped cutting "profitable" classes.

Negotiations have been going on all summer. There have been a few areas where we have agreed, some areas where each side has strongly disagreed, and some areas where we are still talking.

Areas of Agreement

We have a tentative agreement on the academic calendar for two years, 2017-2018 and 2018-2019. In the future, we will stay two years ahead in order to make long-term planning simpler.

Listing all additional release time or stipended faculty positions, such as mentoring coordinator or grant positions, on the Gavilan website on a timely basis so all faculty can see what's available and have the opportunity to apply. This is a transparency question.

Areas of Disagreement

The District proposed increasing the length of service for full-time faculty to qualify for retirement health benefits from 10 to 15 years. We have, once again, refused the District's request.

The GCFA proposed increasing release time for faculty leadership positions from 40% for the Academic

See Negotiations page two...



Colleagues: Become a voting member

Did you know that paying dues to CTA does not automatically give faculty voting rights in GCFA elections? When you complete a GCFA membership form, you will be able to vote on important issues that affect all faculty at Gavilan. You will also benefit from the support of your fellow GCFA members.

To become a GCFA member, faculty need to complete a brief form and submit it to Meredith Hurley. You may email her at mhurley@gavilan.edu to receive more information.

GET INVOLVED!

Your Rep Council

At Gavilan, the Representative Council is the key channel for communication between the Executive Board and faculty in all departments.

Based on the size of each department, one or more faculty members from each department sit on the council and meet monthly to discuss issues and make recommendations to the Executive Board of the GCFA. Issues may involve anything that is covered by the contract, including negotiations. The Rep Council actually directs the decision making of the GCFA, and thus, plays a critical role in the GCFA.

Rep Council members communicate with their departments on issues at hand, bring the thoughts and direction of their departments to the Rep Council meetings, and report back to their departments. Rep Council members will ideally attend the monthly meetings and be good communicators with their respective departments.

Is your department sending a representative to council meetings? Are you receiving important updates? Get involved and help strengthen the communication links between all GCFA members.

Contact your Department Chair for more information.

Negotiations cont...

Senate president and the GCFA president up to 80% to be distributed among the leadership positions as each group sees fit. This would strongly support the development of faculty leadership and expand the number of faculty able to be directly involved in decision-making roles on campus. The District has strongly disagreed.

The GCFA, acting upon member request from our annual survey, also proposed filling second classes for part-time faculty based upon seniority. The District has strongly disagreed.

Ongoing Discussion

The District wants to put a hard cap on the amount each person can cost the District for medical benefits. We have come up with a plan to reduce costs without a hard cap. More on this at lunch.

The District has, within the past two weeks, proposed decreasing most department chair stipends and changing department chair compensation and duties. We need to get input from the department chairs before we make a serious counter-proposal.

Raises have been a non-starter for the District as they've proposed a 0% raise and we requested 3%. We suggested it's a good year to dip into the 11% reserve since this is an enrollment blip accentuated by the administration's misplaced focus in 2015-2016 to cut small classes. More on this at lunch.

CALENDAR

Negotiations Update
August 22 (FREE LUNCH)
12-1 p.m Adaptive PE Gym

On-line Voting for Full-time VP
Coming soon! Look for Marc
Turetzky's email.

Executive Board Meetings
To be determined

Representative Council
Meetings
To be determined

Negotiation Team

Dana Young, Lead Negotiator, Rob
Overson, Deb Muscari, and Ken Wagman.

Executive Board Members

Ken Wagman, President

Open Position, Full-time Faculty Vice President

Jane Rekedal, Part-time Faculty Vice President

Dana Young, Secretary

Marla Dresch, Treasurer

Meredith Hurley, Membership Chair

r2row, Academic Senate President
(non-voting member)