

G C F A

GAVILAN COLLEGE FACULTY ASSOCIATION Fall 2016 Issue II

Do you care about your health care?

**District proposes:
Full-time instructors pay more
Part-time instructors still go without**

Negotiations Update

After months of negotiations, the district recently gave its “last, best, and final offer.” We now have two options: accept their offer or go to mediation.

The key issue is health care. The district says it would like to manage increased costs, which go up anywhere from 5-to-10 percent a year, by requiring employee contributions. Their proposed health care allowance is based on this year’s costs, which means we’ll be paying out of pocket once we surpass that cap. The small three percent raise the district is offering now, which would take effect in January with no retroactive payment, is meant to help defray the coming rise in our health care payments.

Equally alarming, part-time faculty would remain uncovered. The district has been clear; it’s uninterested in granting health care to the 75 percent of our members who aren’t covered by any Gavilan plan.

If we accept, the district says it will use the next few years as a kind of pilot project with each party coming back to the table to reassess.

Even though under Dr. Rose’s presidency negotiations have taken a change for the better in terms of tone and demonstrations of respect, the substance of this item remains the same. Dr. Rose tells our negotiators she doesn’t want to burden faculty with huge increases, saying the district will

treat us fairly down the road should such an increase occur but refuses to put that in writing.

On the other hand, our team has offered various proposals to mitigate cost increases, such as cost sharing for the highest priced plans or sharing overall cost increases, which the district rejected.

Should members accept the district’s proposal a precedent will be set. Once gone it’s hard to get back what’s been taken away, and even harder to ask for more—such as health care for part-timers.

GCFA is once again requesting contract language to formally create a health care benefits committee made up of representatives from both sides. We want to explore cheaper options with everyone’s best interests in mind.

GET INVOLVED!

**Wear your “Unity Works”
GCFA button**

Contact dyoung@gavilan.edu

**Rep Council, Tues., Oct. 11
12:50-1:50 p.m. location TBA**

**Gavilan Board of Trustees,
Tues., Oct. 11, 7 p.m. in the GECA
multipurpose room Gilroy campus**

What you can do!

Wear your “Unity Works” button

Show folks you care about your contract. Wear the “Unity Works” button handed out at convocation or contact Dana Young in the library to get one.

Consider commenting at the upcoming Board of Trustees meeting

The Gavilan Board of Trustees will meet Tues., October 11, at 7 p.m. in the GECA multipurpose room on the Gilroy campus. GCFA’s Executive Board reminds members that anyone is free to speak during the public comment section.

Areas for comment might include:

- Your concerns regarding existing benefits
- Your concerns that part-time faculty members don’t have benefits
- How noteworthy it is that trustees are breaking a commitment to fully fund our benefits
- Why hardworking employees should not be burdened with future health care cost increases

Meet with our CTA representative to learn about making public comment time most effective

Pat Alvarez, our California Teachers Association representative and organizer, will be on campus at 6:30 p.m. Tues., Oct. 11 before the meeting to discuss great ways to influence trustees and what to emphasize for maximum impact during the few minutes set aside for public comment. We will email your home account with meeting location by Mon. evening.

Make sure your department is participating in Rep Council

Representatives will meet on Tues., Oct. 11 from 12:50-1:50 p.m. Negotiators will answer questions and discuss goals and strategies. As always, if you have questions, please feel free to contact Ken Wagman, GCFA president, at kwagman@baymoon.com or Dana Young, Lead Negotiator, at dyoung@gavilan.edu. The location of the meeting will be sent to your Gavilan email by Mon., Oct. 10.

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)

Join Rep Council

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.

The Representative Council is the key channel for communication between the Executive Board and faculty in every department.

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

Contact your Department Chair for more information.