

GCFA

GAVILAN COLLEGE FACULTY ASSOCIATION Spring 2017 Issue V



Team GCFA!

Members celebrated the start of spring semester with a lunch gathering and update about negotiations.

After a long negotiation season, members voted in February to accept the contract for year 2017-2018.

Up next, negotiations begin for the 2018-2019 contract.

Negotiations: a primer

WHAT IS A CONTRACT?

Gavilan College faculty and administrators may agree on many things that promote student success and a healthier happier workforce, but unless those items are named in our contract, neither side is accountable for delivering any of it.

That's the power of the contract; it provides legally binding language, spelled out in precise detail, each side's responsibilities toward meeting the institution's goals.

WHAT ARE NEGOTIATIONS?

Since completing a long negotiations process that began in spring of last year and didn't officially end until February of this one, GCFA has been rebuilding its negotiation team and surveying membership about what it thinks are important items to discuss with the district during this season. Already on the table: salary, health benefits, and department chair duties and stipends.

WHAT IS AN OPENER?

Mutual re-openers, like those listed

above, are items both sides see potential benefit in discussing. An infinite number of issues can be reopened mutually, though all must be identified before formal negotiations begin. For example, while salary is mutually reopened every year, both sides have agreed to reopen health benefits until 2020, and department chair duties and stipend again this round.

In addition to mutual re-openers, each side is also able to choose up to two additional items to bring to the table—items that are not a priority for the other side. Before negotiations begin, each side sunshines those openers by telling what it wants opened. It's wise to proceed with caution.

Our contract is divided into pieces called articles. For example, Article 11: Employee Rights includes a section addressing parking stickers. Say GCFA wanted to talk about those stickers. In bringing it to the table, we'd also need to be prepared to discuss every other section of that article, including things like copyright awards, office phones, and tax-sheltered annuities.

Based on member surveys and discussions with our sister organization, the Academic Senate, GCFA's Executive Board decided to open up Article 22: Workload and Article 25: Other Duties and Compensation.

WHAT HAPPENS AT THE TABLE?

Over the years, GCFA and the District's negotiating teams have generally used a horse-trading style of bargaining.

This year, however, both sides have expressed willingness to be trained in Interest Based Bargaining—a method that abandons the horse-trading approach in favor of joint problem solving and collaboration.

Bosses and workers don't approach the table with equal access to power. In the case of community colleges, districts and the state control funding, so they can make decisions affecting entire campuses and may do so despite opposition from the people they employ and students they serve.

Individually, faculty just don't have that kind of power. That doesn't mean GCFA members have no power at all.

Our power arises from our visibility

see "Negotiations" page two

THE NUMBERS

280 = Total number of Gavilan faculty as of 2015*

27 = Percentage of full time Gavilan faculty*

73 = Percentage of part time Gavilan faculty*

75 = Percentage of increase in part time Gavilan faculty between 2005 and 2013*

4 = Percentage of decrease in number of Gavilan full time faculty between 2005 and 2013*

169 = Total number of GCFA voting members**

61 = Percentage of GCFA voting members who work part time.

39 = Percentage of GCFA voting members who work full time.

*Source: Department of Education

**All Gavilan faculty pay GCFA dues; to become a voting member we need your signature. Contact Meredith Hurley at mhurley@gavilan.edu to learn more.

Know your contract

Articles in our contract name what we are responsible for providing to the district and what the district is responsible for providing to us.

For example in the 2014-2015 contract, Article 6.1.1 in the Association Rights section says GCFA “shall have use of College equipment and building facilities at all reasonable time, which shall include evening hours.” While Article 22.2, of the Workload section says “full-time faculty shall schedule, post, and maintain a minimum of five (5) office hours per week.”

Knowing and understanding your contract is one way to ensure you’re receiving what you need to do your work well as meeting your required duties.

CALENDAR

Rep Council Meetings

Thurs. April 13 & May 11
1-2 p.m. BU 118

Executive Board Meetings

Fri. March 24, April 14 & 28 & May 12
10 a.m.-12 p.m. BU 118

Board of Trustees Meetings

Tues., April 11 (Gilroy) and May 9 (Hollister)

Representative Council

Allied Health	Open Position
Business	Open Position
Counseling	Carla Velarde-Barros
CTE	Claire Boss & Pat Henrickson
DRC	Stephen Gaitan
English	Scott Sandler & Megan Wong
ESL	Kathy Campbell
Fine Arts	Maria Amirkhanian & Albert Marquez
Kinesiology	Mike Dovenburg
Library	Dana Young
Math/Natural Sciences	Open Position
Non-credit	Martin Rodriguez
Social Sciences	Nicholas Park

Negotiation Team

Rob Overson, Lead Negotiator, Rey Morales, and Nathan Osborne.

Executive Board

Ken Wagman, President
Jane Rekedal, Part-time Faculty Vice President
Kimberly Smith, Full-time Faculty Vice President
Dana Young, Secretary
Marla Dresch, Treasurer
Meredith Hurley, Membership Chair
r2row, Academic Senate President (non-voting member)

“Understanding negotiations” from page one and unified actions. When we stand together and support our negotiators, we demonstrate to the district our bargaining team isn’t acting alone. When the district addresses our negotiators, they address Gavilan’s faculty as a whole.

Help our team and yourself by staying informed. Ask questions. Make sure you understand the process and watch as it unfolds. Be willing to join your colleagues and help ensure our message is heard—we want a fair contract promoting an environment best for student success as well as our own health and well-being.