

Guild Membership Meeting

October 11, 2012

12:20-1:30 p.m.

Kreider Hall, SR 138

- I. Call to Order: 12:25 p.m. – Quorum Established
- II. **Approval of Minutes** – Minutes available online <http://www.glendale.edu.guild>
 - a. Consideration of Minutes from September 18, 2012
MSC (Inger Thompson/Francien Rohrbacher) Move to approve minutes as read.
- III. **Call for Additional Agenda Items**
 - a. None
- IV. **Negotiations Update**
 - a. Tentative Agreements signed
 - 1. 6 updates of obsolete language, with no change in contract substance, which have been posted on the Guild website since last August
 - 2. Side letter temporarily reducing load in Media Arts from 21 to 18, and temporarily setting load in the new subject of Kinesiology at 15, while final values are being considered this semester
 - b. The 5-page Monster
 - 1. Getting the grievance process and the Due Process procedure for tenure-track faculty in sync, which was also posted with the "obsoletes" back in August
 - 2. If both complaints filed, grievance timeline is put on hold while Due Process track finishes
 - 3. Tenure candidate may restart the grievance process if not satisfied with outcome of the Due Process track
 - 4. DP pool shall be trained in the procedure
 - 5. Recommendations from a DP panel must not contradict the Guild contract
 - 6. Parties to a DP may request review of the panel's recommendation by the other half of the DP pool, which may ask the original panel to reconsider
 - 7. Clarification of access to DP documents
 - 8. Clarification of procedures for replacing members of a tenure committee
 - c. Conference & Travel funds
 - 1. Contract calls for \$100 per FTEF in a division to be distributed each fiscal year to that division
 - 2. With the goal of spreading this money around more, the District now proposes a limit on use of this money to \$300 per individual, matching a policy that some divisions have set internally
 - 3. District has withdrawn this item...divisions may want to consider setting internal policies
 - d. Other Unfinished Business
 - 1. District pledges to pass Administrative Regs through the governance system on workspace temperature and processing of RT/EP proposals...if the Regs are good, we will drop our contract openers on these subjects
 - 2. District making positive sounds about faculty on partial contracts...we are still waiting for them to put it all on paper
 - 3. We are waiting for the Senate's response to the District proposals to change Finals Week
 - e. Preliminary Salary Deal

1. 4. 5% pay cut (5.5% for counselors and student personnel workers) to our November and December checks, which would be the equivalent of 1% for the year
 2. This will probably be sufficient if Prop. 30 passes and will act as a "down payment" on the cuts that may be necessary if Prop. 30 fails
- f. Other Concessions Made
1. The Guild contributed our share of the 2011 rebate from Blue Shield, matching the action of CSEA and the MaC group
 2. Faculty teaching Winter will be paid at 80% of normal pay
 3. The removal of provision about pay for "pre-Fall" work by "football" coaches from the "Recreational Leader III" schedule
- g. Considerations Received: Ancillary Activity system
1. An increase in funding from \$10K per year to \$15K per year, with unspent amount to rollover (up to a \$50K cap)
 2. Addition of a Guild rep to the committee that reviews requests for Ancillary Activity pay
 3. The committee shall act on requests in the 2nd week of semester (then the 10th week)
 4. We are adding a clear statement that adjunct faculty members can't claim the same hours for both flex and ancillary pay
- h. Other Considerations Received:
1. Banking of 1/2 a teaching hour for instructors
 2. 17 banked hours for Student Services faculty
 3. Contract faculty can take full or partial unpaid leave during Spring, 2013 for any reason
 4. The \$40,000 "hole" in the funding for the adjunct health insurance subsidy pool will be filled, anticipated for early 2013
 5. The stabilizing of the current "parity boost" (difference between adjunct schedules B1 and B2) at 5.96% for 2012-13 (if Prop. 30 passes)
- i. What if Prop. 30 does not pass?
1. The 5% cut would be scheduled to extend 2 more checks (January and February), but that provision will likely be superseded by a final deal on salary to be negotiated by December
 2. The District could cut the parity boost from 5.96% to 3.96%, but is not opposed to us back-filling that by having schedule B1 cut by two percentage points less than the other schedules
- j. Items that are Remaining
1. The District would still like to visit reducing health benefits (within our existing carriers) by January...we say the votes just aren't there
 2. The District would also like us to permanently surrender our right to negotiate the disposition of Blue Shield rebates
 3. Soon after the November election, an internal survey should go out with more detailed questions about the "premium out of paycheck" options
- V. Proposition 30 and 32**
- a. Buttons, flyers and poster are available
 - b. We are currently looking for volunteers for phone banking
 - c. Encourage your students to register to vote; GCC has the Sacramento Voter Registration link on their home page
- VI. Guild Exec Update**

- a. Dr. Riggs is interested in shared governance when it comes to making preparation for cuts to the budget in case Prop 30 does not pass, therefore, Campus Exec has two additional meetings scheduled for 10/23 and 10/30 to discuss a "Plan B" in case Prop 30 fails.
 - b. Any ideas are welcomed. Please feel free to email Isabelle Saber.
 - c. Legal Issues: Criminal allegations of theft and corruption have been filed against 16 individuals at GCC by 14 other individuals. Some of those 14 individuals have come forward and claimed that they were not aware they were involved. If you have any questions as to whether or not your name is on a "list," please visit Human Resources.
- VII. **Adjournment**
MSC (Phyllis Eckler/Richard Kamei) Move to adjourn the meeting.

Adjourned: 1:22 p.m.

Minutes prepared by: Elizabeth Kronbeck