

Napa Valley College Faculty Association General Meeting

11/14/2013

Announcements

1. New office is up and running: everything is unpacked; posters are going up. We want to make office available to Grievance Officer to protect privacy of membership. Thank you to Kristie.
2. CCA Conference in San Jose about Bargaining. President (Denise Rosselli) VP 1 (Dianna Chiabotti), and our Membership Officer (Kristie Iwamoto) all attended. Attendees are working to get their notes up on website. All came away with the message: Faculty support for union is important.

Negotiations Update

1. DR just signed MOU putting PT parity money on the schedule (about a 3.3% increase). Any change of 5% (increase or decrease) will be an opener and will need to be negotiated. Anyone being paid on this schedule will receive the increased amount. Also, this will be in the contract.
 - a. There will be a retroactive payment to PTERS, hopefully this year, but end of February at latest. (Div. Chairs/Coordinators, please inform PTERS in your division/dept.)
2. We've asked District to make all these documents available from past 5 years or so, so anyone who needs to can see the history.
3. Ratifying the Contract: We need to get a contract & need to get it ratified this semester. DR will send it out to all faculty tomorrow. Membership will provide feedback and only membership will vote. We will have 2 weeks to read it. Then we will vote (in Division Secretary's Office or elsewhere where agreed upon).
 - a. Anything that's bolded & underlined is something that's been added.
 - b. Read through, checking strikethroughs, changes, etc. We are reviewing the revisions to correct and clarify info/language. But remember we can't just ask to change or remove policies that would have to be bargained. That will be the next step. If we ask to reopen now, it will stop the ratification of this contract. We do have reopeners in the works: compensation & benefits, always, recognition, extra pay assignments, faculty evaluation, etc. Some things we want (extra flex day, sabbaticals as line item in budget) need to come from Academic Senate to us (in keeping with our process). Sunshine letter (which identifies our reopeners) goes out in spring.
4. Updates on Other Items
 - a. Recognition Clause: another reopener. This is a work in progress, talking about who is/isn't a unit member. We want wall-to-wall representation. District wouldn't agree with the first draft (wall-to-wall representation), expressed concerns. We then made another revision, less inclusive, which District also rejected. We continue to seek advice from CCA and their attorneys, etc. We wish to be able to speak in one voice, which the District is blocking by blocking wall-to-wall representation. We haven't ruled out going to PERB for a ruling.
 - b. Extra Pay Assignments—Qualifying the work (rubric). We've now received the District's draft of the rubric (seems pretty comprehensive) and accompanying materials. It's now our turn to review. This is qualitative, not quantitative. We'll need to figure in the quantitative (in terms of workload).
 - c. We will be sending out a survey before the end of the semester. This is the chance for everyone to give input about what we should be bargaining and setting our priorities.