

Napa Valley College Faculty Association General Meeting

11/10/11

President's Report

- Survey Results: 21 chose PT Parity as #1 concern & 17 chose Workload Issues as #1.
- We first identified 2 that received greatest # of #1 votes, but these same items received the greatest # of total votes.
- Health Premiums also received significant consideration but is already being worked on.
 - Will send out another survey to find out what we're focusing on in terms of Workload Issues.

Officer Reports

- 2nd VP—Administrative Evaluation: not out of the blue, we requested it. Bring concerns to 2nd VP.

Negotiator's Report

Old Business

- Negotiation Team Size: they want 4; we want them to have 3, like before, like us
- Health Premiums (MOU): all constituent groups are going to participate in ad hoc task force to gather info
 - Benefit Allotment – need 1 volunteer from membership to join 1 of our negotiators
- BOT IBB Training will be occurring at end of this month. Their new attorney has a lot of experience with IBB & will be informing them of their role in negotiations.
 - We expressed desire for follow-up (will be after winter break)

New Business

- Definition of PT faculty: trying to get District & BOT to recognize PT (Adjunct) faculty AS faculty, but it still isn't clear; they may still be seeing them as part of a different, more general group of PT employees
- Budget Update (Forum/Town Hall) to discuss HSI grant impact, etc. – important to attend. Asked about new hires given the possibility of midyear cuts: it was attributed to 50% Law
- Parity Discussion: want to reopen PT parity discussions & options for ways to get the \$ to PTers. Same allocation as last year but District doesn't have to give it to PTers but must disclose how it's used.
 - Lecture 56% most PT in this category but least close to parity
 - Lecture/Lab 38%
 - Lab 7%

Discussion Items

- Supplemental Insurance: Laura Ecklin & Becky Gonzalez
- History of Benefits at NVC (no record prior to 1977 because that's when Collective Bargaining & taking minutes began).
 - Over the years went from 1-tier to 4-tiers (to cover families)
 - Over time, have started putting \$ into salary schedule rather than into health, so now paying out of pocket into health. Up until 2005, 5 year to being vested, from 2006 15-years until vested (for health coverage after retirement)
- See attached.
- Questions about current benefits