

Napa Valley College Faculty Association General Meeting

5/9/2013

Announcements

1. As thank you to our PTers, we are inviting them/paying for their admission +1 to End of Semester party (invitation created by Christy Palella based on Dave Angelovich's idea).
2. Acknowledgment of Exec. Board Members who are going off FA Board:
 - a. Sherry Lohse (membership officer);
 - b. Jessica Amato (VP I);
 - c. María Villagomez (GO & before, President & VP1);
 - d. Dave Angelovich (treasurer/negotiator)

Negotiations

1. PT Parity: We have reached agreement about parity for this year (payment due this Sept. just for PT faculty (not overload, etc.) & Tentative Agreement for returning parity to PT salary schedule for future years.
2. Agreement to enter into side letter structure to fully formalize & lay out interpretation of resolution that District has with PERS regarding health & welfare benefit allotment increases (clarifying that increased coverage will be automatic based on past practice). Eventually will become contractual.
3. Extra Pay Assignments: if you are someone who has an extra pay assignment, please respond to Denise Rosselli or Dave Angelovich by end of semester.
 - a. Request for clarification about FA's role in job blocks, reassigned time, stipends. Everything must come to the table so we can ensure equity. Currently going backwards: call for volunteers, then offer stipend. District is twisting the facts, saying they can't offer stipends b/c of union objections, which is NOT true. We are happy for the District to give faculty \$ but must make sure there is equity, fairness & openness in the process, and no negotiating away from the table. We're currently bound by past practice and contract, so District can offer RT and stipends at will until we establish new criteria/process.
 - b. Report on Health & Welfare Benefits Task Force.
 - i. Like vision plan we have
 - ii. Survey about dental, see if we want to have ability to purchase additional features.
 - iii. Like current life insurance but still looking
 - iv. Additional life insurance one can buy
 - v. Long-term disability: working on new plan/decrease in premium but currently 90-day waiting period (too long). Trying to get lower/better waiting period.
 - vi. EAP: other services, switching to different carrier (70% discount).
 - vii. Long-term care: exorbitant.
 - viii. Medical: looking at current policies (CALPers is going to offer 3 new HMO's).
 - ix. Need input on retirement healthcare benefits. Currently a group gets lifetime benefits after 5 years of working at NVC; next group gets lifetime benefits after 15 years of working at NVC. Do we want to create a 3rd tier, so that anyone after that date will have to work here 20 or 25 years before getting lifetime healthcare and perhaps limit it to what they currently get (not able to buy up to better plan).
 1. How long does average faculty work here before retiring? (Get data.)

2. Jump between 15 and 25 is a lot. What about jumping from 15 to 20? Or we could offer levels of benefits e.g., after 20 years, receive 80% coverage.
3. NVC is one of few colleges who offer 15 yrs with 100% benefits. Others offer less generous packages.
4. Adding a tier applies to all employees, and faculty on average works more years than classified. Can we split it: one vesting period for faculty & one for classified? May not result in much of a savings. What will we get in return for this savings? What about the impact of ObamaCare? So the feedback is to go ahead and look at the 3rd tier with graduated benefits.