

FA Membership Mtg.: Summary of Bargaining Process/Major Sticking Points

PERB: Unfair Labor Practice: (Cancellation of Winter without Negotiation)

Hearing: 3/12/2013 – Claim was set for hearing July 8 – 10, 2013

PERB: Impasse:

FA filed based on Calendar

District filed based on all other issues

Both filings were merged – 3rd Mediation session was March 13, 2013

Claim was certified to Fact Finding March 18, 2013

District's Last, Best, and Final Offer – Emailed to us at 1:05 PM Monday, March 19, 2013

Presented to Academic Senate by Dr. Rocha less than two hours later

Faculty Associations Last Counter-Offer to administration at end of mediation 3/13/2013 (**handout**)

- **PCC's Budgetary Situation Post Proposition 30:**

- PCC is in best financial situation in a decade!
- PCC will receive an additional \$6.7 Million – Bringing PCC's 2012-13 Total Revenues to @ \$117 Million just slightly below PCC's revenues at its peak (\$121 Million)
- PCC is in the middle of replacing its Administrative Information System (AIS) at a cost of @ \$14 Million over the next 5 years (BOT Packet 7/18/2012 p. 50) without touching its \$20.7 Million reserves. (In fact there has been discussion in BRAC of increasing the reserves to \$25 - \$30 Mill)
- Dr. Rocha is the highest paid (\$235,000) college president in the local area. (Pasadena Star News Oct. 6, 2012)
 - 7/1/2012 received \$5,000 raise = \$235,000 Salary
 - 7/1/2013 will receive \$7,500 raise
 - 7/1/2014 will receive \$10,000 raise
 - 7/1/2015 will receive \$12,500 raise
 - http://www.pasadena.edu/meetdocs/board_12551_C.pdf
 - Current severance pay = 18 months pay and benefits (@ \$380,000)
- Dr. Rocha says, "Blue skies for at least the next five years."

Major Disagreements: Why we can't come to an agreement with the administration...Their LBF offer is

- A. Pedagogically Unsound – Diminishes the quality of education we provide our students**
- B. Would Undermine All Faculty and the Shared Governance Process at PCC**
 - a. To my knowledge the FA has never opposed any shared governance action/decision**
- C. Would Undermine Our Colleagues in the Academic Senate**
 - a. The Academic Senate intends to reaffirm the C & I approved 2012 NCNs within the next month by voting to approve them**
- D. Would Undermine PCC's Efforts to Improve Retention and Success**
- E. Pay Raise turns out to be a Pay Cut**

1. Increase in average class size of 20% over 82/83 NCNs-

- a. Direct disregard for year long shared governance process agreed to by Administration, Faculty Association, and Academic Senate to establish pedagogically appropriate NCNs for all classes**
- b. Process in which the Administration was not only present but participated and approved**
- c. Process which culminated in the new 2012 NCNs were approved by the C & I and implemented by the Administration in Fall 2012**
- d. Understand that "average" means because many classes are limited due to classroom capacity or lab stations that some classes will be increased much greater than 20%**
- e. Understand that 20% over 82/83 NCNs means the increase over the 2012 NCNS will be even greater because the 82/83 NCNs are generally higher than the 2012 NCNs**
- f. Effect of 20% Increase in Average Class Size over 1982/83 NCNs (See Chart)**
 - i. 28% - 140% OVER 2012 C & I approved pedagogically appropriate NCNs**
 - ii. Almost all classes = 10+ students OVER 2012 pedagogical recommendation by C & I**
- g. Julie Kiotas' Retention and Success Presentation/Data**

2. Elimination of the Winter Intersession

- a. Direct disregard for year-long (2011-2012) shared governance process in which the Standing Calendar Committee voted for a calendar that included a Winter Intersession for 2012-13; this recommendation was approved by the Academic Senate, it was approved by the College Council, it was recommended by this administration to the BOT, and approved by the BOT on May 2, 2012.**
- b. Direct disregard for the current shared governance process in which the current Standing Calendar Committees voted on March 12, 2013 to recommend a calendar that includes a Winter Intersession.**

- c. Direct opposition to PCC IPRO statistics indicate that student retention and success has actually increased since the inception of the Winter Intersession in 2004 (**See Chart**)
- d. We are only community college in area that had a Winter Intersession and has eliminated it (**See Chart**)
 - i. Causing great hardship for part-time faculty trying to work at multiple colleges
 - ii. Causing great difficulty for students trying to take classes at multiple colleges

3. District to Keep 50% of Faculty COLA (Cost Of Living Adjustment)

- a. COLA = Cost Of Living Adjustment
- b. PCC gets COLA for almost all budget areas
 - i. If the college's budget were \$110 Million
 - 1. 1 % COLA would mean @ 1.1 Million
 - a. Faculty salaries are @ \$50 Million so @ \$500,000 should be allocated to faculty salaries
 - b. Under this plan only \$250,000 of the \$500,000 intended for faculty to compensate for the increase in the Cost Of Living due to inflation will be allocated to faculty and the other \$250,000 will go to the college general fund.
 - c. In this case it would be a .5% pay cut
 - 2. 1.5 % COLA would mean @ 1.1 Million
 - a. Faculty salaries are @ \$50 Million so @ \$750,000 should be allocated to faculty salaries
 - b. Under this plan only \$375,000 of the \$750,000 intended for faculty to compensate for the increase in the Cost Of Living due to inflation would be allocated to faculty and the other \$375,000 would go to the college general fund.
 - c. In this case it would be a .75% pay cut

ii. In essence this is a pay cut of 50% of the state funded COLA AND

iii. This would happen each time the state funds COLA!

- c. This would mean that **the college would receive 150% of COLA for all its budgetary needs but faculty would receive only 50% or ½ of what was deemed necessary just to keep up with the cost of living or inflation.**
- d. In addition, with this precedent the Administration would negotiate the same deal with all other bargaining units

4. Overload Pay Cuts Ranging from 10% - 21% even after “Pay Raise”(See Chart)

- a. A – 1: 17% Pay Cut
- b. B - 10: 10% Pay Cut
- c. C – 15: 10% Pay Cut
- d. D - 20: 10% Pay Cut
- e. E - 25: 15% Pay Cut
- f. E – 33: 21% Pay Cut

5. Contribution on Benefits

- a. \$50/month = \$600/Yr. or 1% of \$60,000
- b. Precedent setting – Slippery Slope
- c. No rationale

6. Little movement toward parity for our Part-Time faculty

- a. No seniority/hire back rights (No Cost)
- b. No additional office hours
- c. No movement towards benefits

7. “Pay Raise”?