PCC FACULTY ASSOCIATION

NEGOTIATIONS UPDATE

April 24, 2014

In This Issue

Contact

PCC Faculty Association
1570 E. Colorado Blvd. CC-204
Pasadena, CA 91106
(626) 585-7261
facultyassociation@gmail.com
www.pccfacultyassociation.org

PCCFA Elections:

All election ballots are due Tuesday, April 29, 2014 in C-129 by 4PM.

NEGOTIATIONS SUMMARY BETWEEN PCC FACULTY ASSOCIATION AND DISTRICT - April 18, 2014, 9:30-1:00pm

In attendance for the FA:
- Co-Chair: Julie Kiotas
- Co-Chair: Danny Hamman,
- Paul Bechely
- Krista Walter
- Roger Marheine
- Preston Rose
- Mark Whitworth
- Rod Foster
- James Keller
- Suzanne Anderson
- Alexis Moore

In attendance for the District:
- David Douglass
- Terry Hampton
- Bruce Barsook
- Robert Miller

Block scheduling (BS): The FA asked to negotiate the effects of BS as it relates to faculty working conditions. Julie Kiotas detailed how BS adversely affects those teachers teaching multiple classes; under the new schedule some teachers have 20 minutes gaps in their schedule but cannot use the time for office hours, which are required to be at least 30 minutes in length.

Automated scheduling of classrooms
Recent classroom changes also affect faculty working conditions. Some instructors find that they have been scheduled to teach in new classrooms that do not avail them of the technology they require, while others have been relocated too far from their models, equipment, etc. The new system fails to take into account the particular needs and practices of faculty in their classrooms.

Paul Bechely (FA Bargaining Consultant) then asked the District what affects the Affordable Care Act will have on staff and adjunct faculty. Bruce Barsook indicated that the District is currently working with Keenan on a detailed analysis on implications of the ACA for all hourly employees, which they intend to share at a later date.

Thereafter the FA heard Bob Miller's review of a 75-page fiscal report. This included the 2013-14 adopted budget. Miller explained the apportionment calendar. The FA asked for an explanation of the differences between contingency and reserve accounts. Miller indicated $12M is set aside as hard reserve for operations, and $6.8M on contingency reserve. We asked how our reserves compared with other CCs in the area. Miller indicated we are approximately "in the middle." The FA asked the District about the 9 investment properties that generate income for the District.

The District indicated that in the 2012-13 budget, due to Prop 30 there was increase of $6.8M overall, and that $4.5-4.6M will come our way from the State, although payments have been late in the past.

Additional items to be funded 13-14 included Rosemead classes. The FA asked for clarifications on enrollments. The District described the first round of enrollments at Rosemead as "quirky."

The FA asked about District legal expenses, in particular what and where in the College's budget these expenses were itemized. They stated the General Council has a budget that includes an executive assistant, which is funded through normal operational budget. Most of the legal settlements go through SWACC, (note: Bob Miller was on the Board of Directors of SWACC, 2012-13) the insurer for District liability and property. The District indicated there were increasing claims, including increasing legal costs for the District. The District is going to provide the FA with the cost of insurance premiums for this insurance coverage from SWACC.

The District then provided an explanation on total compensation percentages, including salary, health, welfare and benefits expenses, where they indicated we are on target with comparable Districts. Next the District discussed the fund balances as of 8//29/13 indicated in the report. FA asked about details of the self insurance fund, which includes retirements. The District indicated this fund is drastically underfunded and they were looking into how to increase it, whether via a trust or a separate fund that the District has the ability to borrow from.

The District explained that regarding Fund 41, capital outlay projects, they are trying "to be more transparent" and explain the details of these project costs. The projects include facilities improvements and information technology projects, among others. They expressed the issues of upgrading technologies as ongoing for all colleges. A $3.6M balance is indicated in this fund. Cash flow discussion and explanation followed: Miller explained that because the State allocations vary, the college experiences cash flow issues.

The initial draft of budget augmentation assumptions report was then presented to the FA. This draft report indicated anticipated needs, estimated costs, budget placeholders, potential funding and ongoing vs one-time costs. Included were such items as academic senate funds, new faculty and staff positions, accreditation support, SERP, salary and technology increases, among others. The list provided was not complete, and the amounts were estimates as the budget preparation process begins, according to the District.

The FA felt that the District's budget report was very rosy; there was no gloom and doom in the PCC report overall. Financially, the college is in very good shape.

The meeting continued with the District providing a written response to the FA regarding questions on the costs to the District for medical benefits and the Districts' use of the same broker (Keenan) since 1991. The District provided information on medical, dental benefits, and long-term disability insurance policy providers and the costs. The District agreed to provide the FA with details of how many and who exactly were covered in the figures they provided. The overall compensation to provide the District with these insurance benefits is 1.33% or $173,805 in premiums.

The final discussion of the meeting was based on the District summary of estimated costs for the FA proposal that was provided to the District on April 3, 2014. It was mentioned that some of the proposals couldn't be costed due to contract time frame, and some information was not available to the District from School Services. The District assessed the fiscal impact of the FA salary increase, part time faculty office hours increase, full time faculty overload, class size, and the retiree health insurance. One discussion noted that replacing full time faculty with part time faculty was cheaper for the District and some confusion on how the District is not factored correctly when the District noted the overall savings to the college. No costs were included for ancillary pay or an explanation made for part time faculty reappointment costs.

On a final note, the District indicated that the retirement (SERP) could STILL be implemented now, as the FA asked. The District indicated they were unwilling to implement SERP unless the FA would agree to sign off on the disputed calendar and ignore the PERB charge. As was indicated in our survey, the FA couldn't agree to this, as the faculty overwhelming do not agree to give up the shared governance process on calendar and instead want to await PERB's final decision on the District's appeal. The FA pointed out that offering the SERP was the right thing to do REGARDLESS of the calendar issue; the two matters are unrelated. SERP not only benefits those who wish to retire, but the college saves $1.42 Million if fifty faculty retire. Sadly, the District would not agree. The FA will meet with the District again on May 5, 2014.